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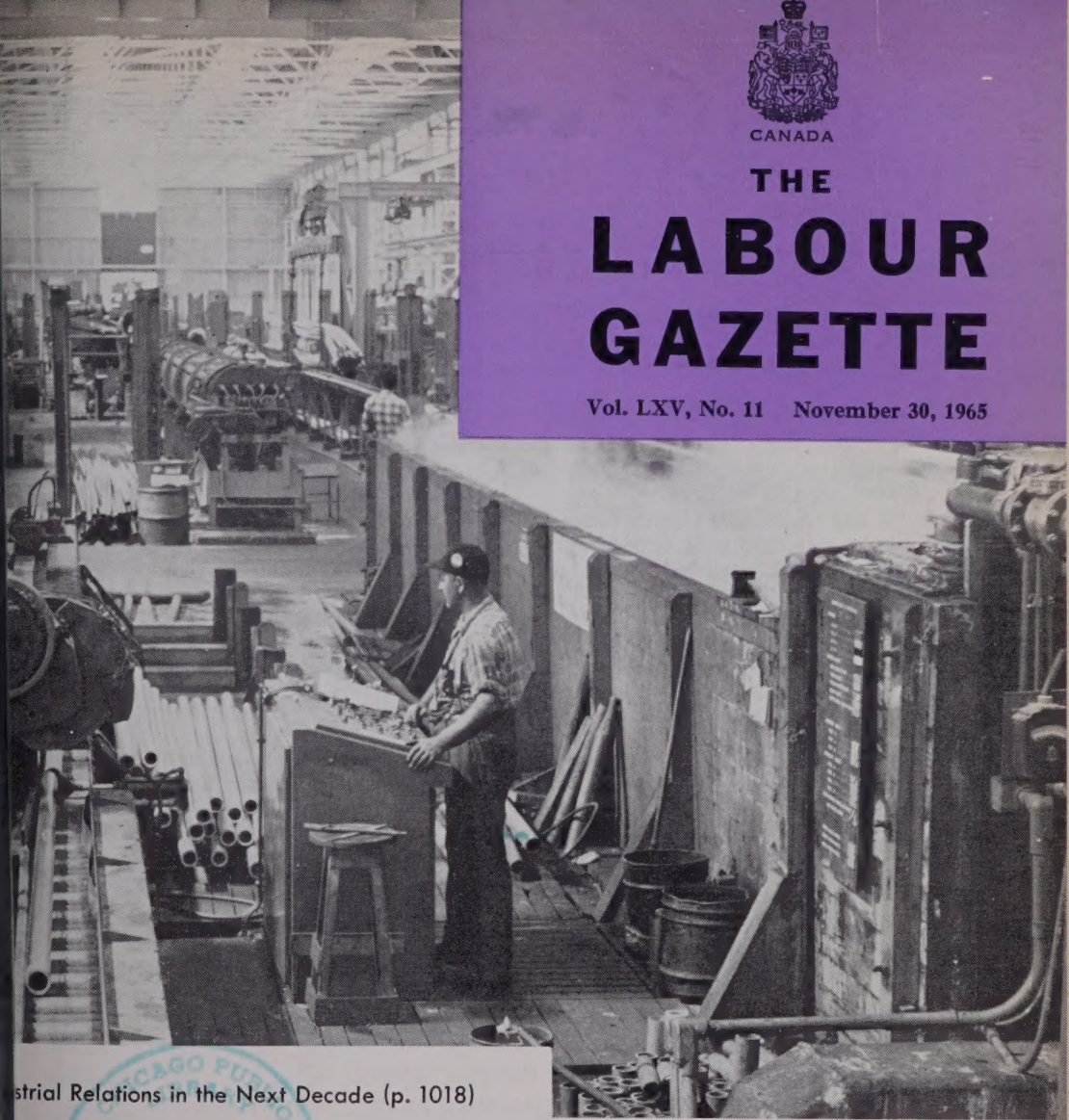
THE LABOUR GAZETTE

Vol. LXV, No. 11 November 30, 1965



strial Relations in the Next Decade (p. 1018)

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THE LABOUR GAZETTE

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Membership Statistics on Canadian Unions

Annual survey of labour organizations shows union membership in Canada was at a record high of 1,589,000 at start of 1965 with three quarters in organizations affiliated with the CLC

Union membership in Canada at the beginning of 1965 was at a record high of 1,589,000, the Department's annual survey of labour organizations has shown. Complete results of the survey are published in *Labour Organizations in Canada, 1965*.

Union membership was higher by almost 96,000 than in January of the previous year, a net gain of 6.4 per cent, and the highest percentage increase in any year since 1956.

Union members constituted 29.7 per cent of the 5,343,000 non-agricultural paid workers in Canada at January 1965, and 23.2 per cent of the total labour force.

Three Quarters in CLC

Almost three quarters of all union members in Canada were in organizations affiliated with the Canadian Labour Congress. In most cases, these unions were affiliated also with the American Federation of Labor and Congress of Industrial Organizations.

Another 9.4 per cent of the total union membership in 1965 was in organizations affiliated with the Confederation of National Trade Unions. Unaffiliated international and national unions accounted for 12 per cent, and 3 per cent was in independent local organizations.

The 1965 figures show a membership increase of 75,000, or 6.8 per cent, for the CLC. Affiliates of the CLC, with a total membership of 1,181,100, included 110 national and international unions and 162 directly chartered locals. International unions comprised 84 per cent of total CLC membership; national unions, including directly chartered locals, accounted for the balance.

Membership increase for the CNTU was 28,500, or 23.5 per cent. There were 13 federations, with 640 locals, in the CNTU at the beginning of 1965, together with 54 non-federated locals. Total CNTU membership was 150,053.

111 International Unions

International unions had 1,131,600 members, or 71 per cent of the national total. Of the 111 international unions active in Canada, 89 were affiliated with the AFL-CIO and the CLC, eight were affiliates of the AFL-CIO only, and three were affiliated with the CLC only. There were two unaffiliated railway unions, and nine other unaffiliated unions.

United Steelworkers of America (AFL-CIO/CLC) was the largest union, with 110,000 members. Canadian Union of Public Employees (CLC) had 84,800 members, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (AFL-CIO/CLC) was third largest with 77,500 members.

Labour Organizations in Canada, 1964 is available in English and French from the Queen's Printer, Ottawa, at 50 cents a copy.

Union Membership Continues Upward in U.S.

The trend of union membership continues upward, according to the biennial survey conducted by the U.S. Labor Department's Bureau of Labor Statistics.

Preliminary figures show a rise in members of AFL-CIO affiliates to 15,150,000 last year from 14,835,000 at the time of the previous survey in 1962.

The auto workers emerged as the largest union with a 1964 membership of 1,168,067, a gain of about 95,000 during the two-year period.

The total of all union membership in the United States—excluding Canadian members of unions with headquarters in the U.S.—stood at 16,841,000 compared with 16,559,000 in 1962.

Despite the increase, the proportion of union members in the labour force remained unchanged over the biennium at 21.9 per cent. For union workers in non-agricultural employment only, there was a drop from 29.2 per cent in 1962 to 28.9 per cent last year.

Membership drops were reported over the two-year period by the railroad brotherhoods, while unions of city and state employees reported gains.

From the Labour Gazette, November 1915

50 Years Ago This Month

Employment generally at a high level in October 1915, with a heavy demand for skilled and unskilled labour, but in some places, especially Vancouver, unemployment persisted

Employment in October 1915 was in general at a high level, and public employment agencies throughout the country reported a heavy demand for both skilled and unskilled help, the LABOUR GAZETTE for November of that year reported. Notwithstanding this favourable report, it appeared from the reports of correspondents from across the country that vestiges of the recent heavy unemployment remained in some places.

The Vancouver correspondent reported "no improvement . . . over last month," and "the same general slackness which has prevailed for the past 12 months." From New Westminster the report was that "the number of unemployed was less than during September."

The Nanaimo correspondent said that "the condition of labour . . . has shown a slight improvement over last month, owing chiefly to a large number of employed going back to the old country to work, and also to the mines working more steadily than last month, but there were still a large number of unemployed men in the city and district."

In September, two commissioners had been sent to Canada by the British Government to try to arrange for the transfer of unemployed coal miners from Vancouver Island to England, where there was a shortage of miners (L.G., Oct., p. 879). The results of the mission, according to this journal's November issue, was that arrangements had been made for the transfer of about 350 men; and in about 40 cases, arrangements had also been made for the families of the men to go with them.

Coincident with the continuance of unemployment in the Vancouver Island coal mining industry, there was reported to be a shortage of coal miners in the Nova Scotia mines. At Springhill, the Dominion Coal Company was advertising for miners and mine labourers, and it was reported that between 300 and 500 miners could be placed. Shortage of labour was also curtailing output at Westville.

Some months earlier, two commissioners of the British Board of Trade, who had come to Canada to recruit workers for the munitions factories, were reported to have engaged 1,710 machinists, shipwrights, blacksmiths and other iron workers. In this journal's November issue it was reported that word had been received that "in a number of cases the men received wages lower than they understood would be paid; also a few cases had been reported where the workmen were not found suited to the work required."

The British Board of Trade decided to grant a separation allowance of 17s.6d. [a week?] to the families of these men, and arrangements were made for the Department of Labour to co-operate in the distribution of these allowances.

A four-day strike of about 2,500 men employed at the asbestos mines at Thetford, Que., occurred in October. These employees had suffered a wage reduction at the outbreak of war, and they now sought a restoration of their former wages. It seemed that the situation was complicated by friction between enemy aliens, chiefly Austrians and Russians, who were working at the mines. A fair wages officer of the Department took an active part in settling the dispute, but the terms of settlement were not reported.

At the annual meeting of the Grand Trunk Pacific Railway, reference was made to "the inauguration of the 'National' train, which formed the first regular connection between the Grand Trunk Railway in the East and the Grand Trunk Pacific in the West, operated via the Grand Trunk, the Temiskaming and Northern Ontario, and the National Transcontinental Railway."

The Department of Labour's index of wholesale prices showed that Canadian wholesale prices, which had stood at 110.3 in 1890, and dropped to a low point of 92.2 in 1897, had reached 137.1 at the end of 1913 and 137.6 at the end of 1914. By October 1915, the index stood at 148.8. The index was based on the average prices of 272 commodities from 1890 to 1899.

In Great Britain, prices had been rising faster than in Canada since the outbreak of the war. In 1890, the *Economist* index of wholesale prices, based on average prices of 44 commodities from 1901 to 1905, was 101.5 in 1890. It dropped to a low point of 89 in 1897 and 1898, reached 119.2 in December 1913, and a year later stood at 127.3. In October 1915 it was 153.0.

In the United States, on the other hand, wholesale prices had remained almost stationary since the outbreak of war.

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Gordon G. Cushing, Assistant Deputy Minister, Dies at 52

Gordon G. Cushing, who became Assistant Deputy Minister of Labour in 1958 after a 20-year career in the labour movement, died on October 9. He was 52.

At the time of his joining the Department of Labour, he was executive Vice-President of the Canadian Labour Congress, an office to which he had been elected at the founding convention in May 1956 of the Congress. Before the merger of the Canadian Congress of Labour and the Trades and Labour Congress of Canada, he had served for 11 years as Secretary-Treasurer of the TLC.

Gordon Cushing was born in Calgary, Alta., in March 1913. On graduation from Calgary Commercial High School, he followed his father's footsteps into the lumber business but soon moved to employment with General Motors as director of dealer finance. For two years during the Depression, 1933 and 1934, he was unemployed.

In 1935 he found work with the Canada Malting Company. When a union was formed in the plant in 1939, he became a charter member. The next year he became Secretary of the local, Maltworkers' Union, Local 124 of the International Union of Brewery and Soft Drink Workers.

In 1941 he became Secretary of the Calgary Labour Council, a full-time position, and thus became a paid union official. From 1945 to 1949 he served also as Secretary of the Alberta Federation of Labour. In 1949 he was elected Secretary-Treasurer of the Trades and Labour Congress of Canada and took up residence in Ottawa.

He served on Calgary City Council in 1948 and 1949.

Active in welfare and educational work, Mr. Cushing served for 10 years as Treasurer of the Canadian Welfare Council, of which he was a member of the Board of Governors, and was a member of the Executive Council of the Canadian Association of Adult Education. He occupied the same position with the Canadian Citizenship Council.

In the period prior to his joining the Department of Labour, Mr. Cushing represented organized labour on the Unemployment Insurance Advisory Committee, the Vocational Training Advisory Council, the National Advisory Committee on the Rehabilitation of Disabled Persons, and on the National Research Council.

Hon. Allan J. MacEachen, Minister of Labour, has expressed the following tribute:

"Gordon Cushing was a union man in the very best sense of the word—a man motivated always by a concern with the individual and his problems, and a strong sense of social justice. He liked people, and people liked and responded to him, as his legion of friends all across the country will attest.

"These were the special qualities that distinguished Gordon Cushing in the many positions he held in the labour movement. He brought these same qualities to his career in the public service, as well as his outstanding knowledge and judgment in labour matters.

"As a colleague and as a friend he will be missed in the Department of Labour, in the labour movement and in the community organizations he served so well. His death has saddened us all."

George V. Haythorne, Deputy Minister of Labour, said: "Gordon will be remembered by those of us who worked closely with him in the Department of Labour for his warm and friendly nature, for his broad humanity and concern for others, for his ability to rise above pettiness or issues of passing significance, for his willingness to shoulder his share of the load, and for his contributions to many important aspects of our departmental work and activities.

"Outside the Department also, Gordon had many friends and associates. Those who had dealings with him respected his impartiality and sense of fair play. This was true of employers and union leaders, just as it was of those in government circles."

Transitional Benefit Plan For Auto Workers Started

The Transitional Assistance Benefit Plan for workers in the automobile and automotive parts industries has been implemented by the Department of Labour and the Unemployment Insurance Commission.

Applications under the plan are now being received at local offices of the UIC for payments that range from 62 to 75 per cent of a worker's weekly pay. The amount paid will be governed by the number of his dependants, and can be as much as 65 per cent of the average weekly wages in the automobile and parts industries. Grants are also available to help pay transportation costs to employment in other areas.

The plan is intended to assist workers whose jobs are affected by the Canada-U.S. automotive agreement. The Government recognized that the expansion and the increased employment that would result from the agreement would involve considerable re-organization of production and the work force. The over-all impact of the program is expected to provide an important stimulus to the economy as a whole.

Auto Companies May Eliminate Canadian-U.S. Wage Differences

Walter Reuther, president of the UAW, speaking at the annual meeting of the union's Ford council in Detroit last month, said that he expected the Big Three auto companies to agree to eliminate differences between U.S. and Canadian wages in the auto and auto parts industries when the next contracts with the union were negotiated in 1967.

Mr. Reuther said that Canadian auto workers were making from 40 to 45 cents an hour less than workers in the American industry. At the same time, Canadian consumers were paying $1,000 to $1,200 more for their cars. The UAW has 81,000 Canadian members.

Aid to Cape Breton Industry Will Maintain Employment

The Government will make large-scale investments in the Cape Breton coal mining industry in the immediate future, and early in 1966 will introduce a comprehensive long-term plan, Hon. Allan J. MacEachen, Minister of Labour, announced in October.

Mr. MacEachen said that the Government was fundamentally concerned with the maintenance of employment in Cape Breton, and that besides the investment in the coal mining industry, other measures would be taken to stimulate the area's economy.

The Government has broadened the subvention system, and it has been trying to increase the use of Cape Breton coal for thermal power production. It has directed also that the National Energy Board study and report on the best means of bringing about the increased use of coal for thermal power on a substantial scale.

In addition the Government has arranged for a study of methods of reorganization, modernization and re-equipment of the industry. This work is being carried on with the co-operation of the industry, the trade union concerned, and the Government of Nova Scotia, which has appointed a special committee to deal with certain aspects of the coal industry. The position of the independent operators, as well as of Dominion Steel and Coal Corporation, Limited, is being studied.

While this review is going on, the Government will provide capital on a substantial scale for immediate needs. This will include provision of a new type of coal-mining equipment and the general renovation of mining facilities.

Study Committee Formed To Aid Quebec's Shoe Industry

An agreement to set up a committee to study ways and means of helping Quebec's failing shoe manufacturing industry was signed recently by representatives of management, labour, and the provincial and federal governments.

The Quebec industry supplies about half of Canada's shoes, and it employs some 12,000 persons in 132 companies. During the last few years the industry has been losing ground.

"Traditionally a semi-handicraft industry," said Gérard Lévesque, Quebec Minister of Industry and Commerce, "it now must make a complete revision of its manufacturing procedures and its marketing techniques because of recent technological developments."

Hon. Maurice Sauvé, federal Minister of Forestry, who signed the agreement in place of Labour Minister MacEachen, said that under the terms of the agreement, two parallel research programs would be carried out with the help of economists, sociologists and industrial engineers.

"The first program will be concerned with improving the productivity of each enterprise and of the industry as a whole," he said. "The second will investigate how these changes may affect manpower and what means can be taken to provide positive solutions for manpower problems."

Hon. Carrier Fortin, Quebec Minister of Labour, who signed on behalf of the provincial Government, explained that the two governments were only providing money, and that it would be for the study committee to make decisions.

Canadian Economists Contribute To New Book, *Hours of Work*

A new book, *Hours of Work*, published by Harper & Row, New York, as an addition to the Industrial Relations Research Association Series, contains a chapter on "Hours of Work in Canada" by W. R. Dymond and George Saunders of the Canadian Department of Labour. Dr. Dymond is an Assistant Deputy Minister, and Dr. Saunders is Chief, Labour Management Division, Economics and Research Branch.

Although there is no effective legislation, the 40-hour week is now the standard for the majority of full-time non-office workers in Canada, these writers say. However, "longer work-weeks are still in effect for concentrations of workers in particular industries and areas."

Work Week Study

A study of the work-week situation shows that "productivity or 'ability to pay', geographic location, and unionism are the key factors separating those non-office workers now on a 40-hour, or close to 40-hour work-week, and those working longer hours." The writers point out, however, that, although on the whole, unionism is associated with the shorter work-week, this association in turn appears to be connected with the relation between unionism and productivity, concentration, or geographic location.

"Hours of work in large urban areas, and in Ontario and the western provinces, tend to be shorter than in smaller urban areas and in the province of Quebec and the Atlantic region. In British Columbia, nearly all of the non-office workers surveyed enjoy 40- or near 40-hour work-weeks. British Columbia is a high wage, high productivity, highly unionized area where labour market competition is sufficiently active to ensure the adoption of preferred conditions of employment across most of the province. Wage levels in Canada have been found to be affected in a similar way . . .

Only Where Productive

"Reductions in the work-week with the same take-home pay are only possible where industry is productive and can afford to pay high hourly wages to ensure no loss in pay when hours are reduced," the writers go on to say. "In many of the very-long-hours situations, such reductions themselves may produce offsetting increases in productivity, and therefore are costless to industry. But beyond a certain level, continued reductions in hours add to costs.

"In these cases, productivity advances (or product market concentration) become a necessary condition for further reductions, but by themselves may not ensure shorter hours. It is in these instances that union activity and an active and competitive labour market might have played an important role in bringing hours down to 40 or less for the majority of Canadian workers.

"Collective bargaining serves to articulate worker's preference for more leisure. An active and competitive labour market helps to ensure the adoption of this preference . . .

"Finally, it has been noticed that in the prosperous, advanced sectors of the economy, where most full-time non-office workers enjoy a 40-hour work week, few of these workers work shorter hours. This phenomenon reflects the choice of workers who work a standard work-week of 40 hours to take their leisure in other forms.

"In recent years, holidays and other time paid for but not worked have been increasing. This trend suggests that the issue of the shorter work-week (that is work-weeks below 40 hours), which is currently receiving so much attention, is not only one of whether industry can afford it, but is to a greater extent one of workers' choosing alternative means of reducing their work time."

20th Anniversary of Landmark In Canadian Economic History

The 20th anniversary of the publication of the federal Government's White Paper on employment and income is being marked by the Economics Department of Carleton University with a series of public lectures by Dr. W. A. Mackintosh, who claims to have been largely instrumental in persuading the Government to issue the Paper.

In a recent statement, Dr. Mackintosh said that, toward the end of World War II, when he was an official in the Department of Reconstruction and Supply, he began to press his political chiefs—Mackenzie King and C. D. Howe in particular—to make a firm declaration of postwar employment policy.

Before the war, the federal Government's position had always been that unemployment was a provincial responsibility, and that the federal treasury would not pay anything toward unemployment relief unless the burden was more than the provinces could bear.

The change in this attitude made necessary by wartime conditions, however, paved the way for a permanent change; and the White Paper declared that "The central task of reconstruction, in the interest of the armed services and civilians alike, must be to accomplish a smooth, orderly transition from the economic conditions of war to those of peace, and to maintain a high and stable level of employment and income. The Government adopts this as a primary object of pol-

icy. . . . The active co-operation of all governments and groups in the country will be essential to success." (L.G. 1945, p. 616)

In answer to the question, What of the situation now, 20 years later? Dr. Mackintosh, who is now vice-chancellor of Queen's University, said, "The responsibility of the federal government for maintenance of employment and income has become complicated by the claims of the provinces for wider autonomy—claims which they will quickly reverse if we come to a period of declining employment."

Manpower Policy Reports Available from OECD

A report on Sweden is the first of a series of reports of studies of the manpower policies of various countries undertaken by the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development.

A summary of this report, reprinted from the *OECD Observer,* says that Sweden was chosen as the subject of the first study because "it has had a consistently high level of employment since the war, and because the Swedish authorities have, in addition to the traditional fiscal and monetary policy tools, used manpower policy in a particularly active way to maintain this full employment and to promote economic growth."

Other Reports

A report on the United States has also been published, and studies of Greece, Italy, Austria and Canada are in various stages of progress.

"There is a strong consensus of opinion among all political parties in Sweden that it is a central duty of the government to pursue the goal of full employment," says the report on Sweden. "This goal is given outstanding priority for both social and economic reasons. Consequently economic policy is closely geared to the employment prospects which are incessantly watched in great detail . . .

"A non-inflationary full-employment economy cannot be maintained by general fiscal and monetary means only. To create, by these means alone, a level of demand high enough to eliminate all unemployment will unavoidably result in an intolerable overstrain of resources in broad sectors. A less inflationary level of over-all demand will instead involve tendencies toward unemployment in some sectors and still mean excess demand in others. These partial imperfections have to be counteracted by a set of selective measures: on the one hand various stimuli toward occupational and geographical mobility of the labour force, so that the most expansive and productive industries can grow more rapidly; on the other hand, job creation in surplus areas where an additional demand for labour can be established without resulting in overstrain.

"These measures are not to be regarded as make-shifts in an emergency but as permanent elements of economic policy aiming at a rate of growth high enough continually to absorb the whole labour force without utilization of self-destructive inflationary stimuli or protection of sectors with low productivity. They have to be implemented on a sufficiently large scale by a manpower policy administration entrusted with substantial financial and legal powers. The task of this administration will be equally important when external conditions promote a high level of economic activity, as when recessionary tendencies prevail."

The summary of the report on Sweden is, *The Workings of an Active Manpower Policy—How Sweden uses manpower policy to maintain full employment and to promote economic growth.*

The summary of the report on the United States is, *Seeking a Solution to U.S. Manpower Problems.* W. R. Dymond, Assistant Deputy Minister of the Canadian Department of Labour, was one of the three OECD examiners who helped to direct this study.

Copies of these reprints from the *OECD Observer* may be obtained from the Queen's Printer, Ottawa.

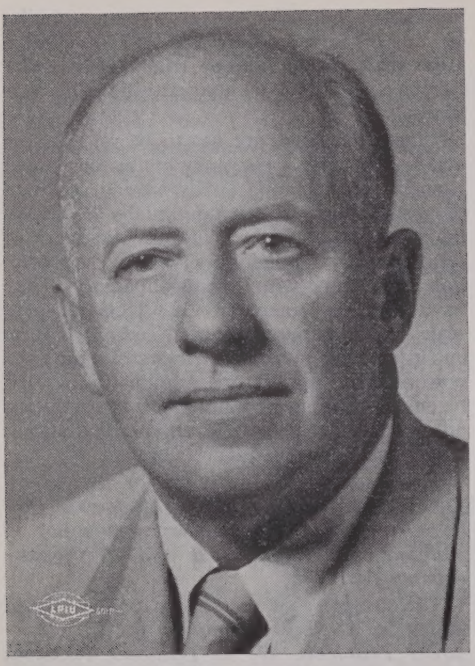
The following reprints from the *Observer* of articles on manpower matters have also been published recently: *Increasing the productivity of older workers: job re-design; A practical approach to solving regional problems; The impact of automation; Vocational training for adults: an answer to the demand for skilled manpower;* and *Job and family: measures to help women fulfil a dual role.*

Office Automation Reviewed In Publication by OECD

Under the title *Office Automation: Administrative and Human Problems,* the Organization for Economic Co-operation and Development in Paris has published the first of a series of reports concerned with industrial relations and with problems raised by technological changes in industry.

The report covers research carried out in specialized institutes in France, the Federal Republic of Germany, Sweden and the United Kingdom on the administrative and human problems resulting from the introduction of computers in office work.

Dr. W. H. Scott of the Royal College of Advanced Technology, Salford, England, has written the introduction and the conclusion of the report.



Frank H. Hall

Rail Workers' Frank Hall Announces Retirement

Frank H. Hall, 72, for 20 years chief negotiator for Canada's 100,000 non-operating railroad workers, announced his retirement in October.

Mr. Hall will remain as an adviser for another 18 months. At that time his retirement as Canadian head of his own union, the International Brotherhood of Railway Clerks (CLC), becomes effective.

Mr. Hall has been esteemed in labour circles as a combination of statesman, politician, philosopher and economist. As chief negotiator of the "non-op" unions, he has argued with equal effectiveness before conciliation boards, prime ministers, and his own critical membership.

Born in Norfolk, England, the seventh son of a stonemason, Mr. Hall came to Canada in 1913 and got a job as a labourer. Four years later, he took a job as a freight checker with the CPR, receiving 37 cents an hour for a 10-hour day and a six-day week.

About that time, the freight handlers started to organize a union, and Mr. Hall worked closely with them. In 1925 he was elected vice-president at Kansas, Mo., and moved into the international side of the union's activities.

In 1947, he was made chairman of the general conference committee, and in 1958 was elected vice-president of the Canadian Labour Congress.

Mr. Hall is now executive assistant in Canada to C. L. Dennis, President of the Brotherhood of Railway and Steamship Clerks. The office was created when he stepped down in 1963 after 38 years as Canadian vice-president of his union.

Clarence A. Webber Elected by CLC

Election of Clarence A. Webber, Brooklyn, N.S., as a vice-president of the Canadian Labour Congress, has been announced by Claude Jodoin, CLC president. The election took place at a meeting of the executive council of the Congress.

Mr. Webber, who succeeds the late Joseph Gannon of Halifax, who was killed in an automobile accident on the Labour Day weekend, is a member of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Auto Accident Kills D. J. Gannon on Labour Day

D.J. "Joe" Gannon, Atlantic regional vice-president of the Canadian Labour Congress, was fatally injured in an automobile accident at Saltsprings, N.S., during the Labour Day weekend. He was 56 years of age.

Mr. Gannon was a member of Halifax District Federal Union No. 273, and had been president of the local since 1949. He was at

Clarence A. Webber

one time first vice-president of the former Nova Scotia Provincial Federation of Labour (TLC), and he served for a number of years as vice-president of the Halifax Dockyards Trades and Labour Council. He was also president of the Halifax, Dartmouth and District Labour Council from 1957.

Mr. Gannon was an active member of the Nova Scotia Joint Labour-Management Committee and a member of the Nova Scotia Labour-University Committee.

Apprenticeship Program Extended by B.C. Firm

An apprenticeship program, which was started by Columbia Cellulose Co. Ltd. for employees at its Castlegar, B.C., mill in 1960 to relieve a continued shortage of skilled labour, has been extended to the company's Watson Island operation.

A company official says that it will be the largest apprenticeship program in the province, with 46 workmen in eight maintenance trades participating. The program enables employees to qualify as millwrights, garage mechanics, welders, instrument mechanics, and pipefitters. There is no age limit, although most of the men are in their mid-20s.

The company official said that it would be four or five years before the company got the full benefit of the program. He said, however, that the effect would come in time to meet the labour requirements of the new Skeena Kraft mill being built by Columbia Cellulose in Prince Rupert.

For some of the apprentice trainees, the starting pay of $2.49 an hour meant a drop in earnings; but the chance to earn $3.49 an hour was more than enough incentive. The trainees also receive full pay during one month a year, while they attend a provincial Government training school. The Department of Labour pays part of this, and the company makes up the rest.

The company and the union concerned reached agreement on the Watson Island program in 1964, and it was accepted by the provincial Government.

Survey Illustrates Deficiencies In Vocational Training Area

A dismal picture of working conditions for young men in Ontario has been given before the Ontario Legislature's select committee on youth by a group calling itself *Jeunesse Ouvrière Chrétienne*.

The group, mainly from Sudbury, gave the committee the results of a survey of 534 men of an average age of 22.2 years employed in service, industrial and construction jobs. According to their survey, 33.8 per cent of young men working in retail stores earned less than $40 a week; 31 per cent of those working in banks earned less than $30 a week; and 40.2 per cent of those employed as civil servants earned less than $50.

Out of 187 young men, only 37.5 per cent were allowed paid sick leave, and only 36 per cent of all the men surveyed were covered by a labour contract. More than 62 per cent of the whole group covered by the inquiry thought that they were not allowed to display any initiative at their work.

The deputation said that their survey showed vocational training in Ontario to be utterly deficient. Nearly 35 per cent of the men surveyed thought that they had not had the proper training, and 18 per cent said that they had not had enough training.

U.S. Labour Department Prints Handbook For Young Workers

Handbook for Young Workers, bulletin 271, written for young people who are entering or thinking about entering the labour force, has been published by the Bureau of Labor Standards, U.S. Department of Labor.

It explains what laws affect their work lives; enumerates the services available to them—such as counselling, training and employment assistance; details what employers expect of them; and lists their rights.

The handbook gives young workers the facts they need, and helps them to make the transition from school to their first job. It presents current information on opportunities for work and training.

The booklet is intended not only for young people but for counselors and advisers as they consult with young people about their first job. It is also useful as a teaching aid in high school classes concerned with familiarizing pupils with the world of work.

Free copies are available in limited numbers from Nelson M. Bortz, Director, Bureau of Labor Standards, U.S. Department of Labor, Washington, D.C., 20210. Large quantities may be obtained from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, at 20 cents each.

U.S. Pay Standards Violated

A total of 406,333 workers were underpaid by $74,450,000 during the 1965 fiscal year by employers who violated federal pay standards, according to figures published by the United States Department of Labor.

A spokesman of the Department said that employers had agreed to pay more than $24,000,000 in back wages and overtime payments, but that the remaining $50,000,000 was tied up in negotiations or litigation.

Challenge and Response

The University of Toronto's new Centre for Industrial Relations was officially opened in October

"Industrial Relations in the Next Decade: Challenges and Responses" was the theme of the founding conference which marked the opening of the new Centre for Industrial Relations at the University of Toronto on October 13, 14 and 15.

Organized by the Centre's Director, Prof. John H. G. Crispo, the three-day conference attracted some 450 union, management, university and government delegates from many parts of Canada, as well as the United States and Great Britain.

Keynote speaker at the conference was David A. Morse, Director-General of the International Labour Office, who addressed the opening session, chaired by University of Toronto President Dr. Claude Bissell. Mr. Morse was introduced by the Minister of Labour, Hon. Allan J. MacEachen.

Collective bargaining will have to be given a new dimension and a new direction in order to meet the problems of "this new age", said Mr. Morse. He called the bargaining process, as presently conceived and practised, "inadequate to cope with the economic and social problems which result from technological progress." There is a need for a new look, to enable traditional union-management practices to keep up with the advances being made in technology. New functions will have to be undertaken by labour and management.

"If labour and management wish to avoid the increasing interference of public authorities on the industrial scene, then they will have to be prepared to advance and meet their responsibilities," Mr. Morse said. These responsibilities include, above all, consultations with government in the formation of policy at the national level, he added. They also include a greater awareness, on all sides, of the public interest.

In the process of change he foresees over the next ten years, the speaker predicted a much greater concern with the need to eliminate the causes of strikes.

"Industrial machinery is today so staggeringly expensive, and the industrial processes have become so interdependent that a single, limited strike can seriously affect the growth of the nation's economy," he said.

The challenge for the next decade will be as great for management as for labour, Mr. Morse continued. He described the heart of the problem as "the imbalance between technological progress and social adaptation." The task for the western countries will be to redress this imbalance, "to develop social institutions and structures which are appropriate to this new age; and, above all, to provide men and women with the education which will enable them to participate intelligently and responsibly in the life of a modern society."

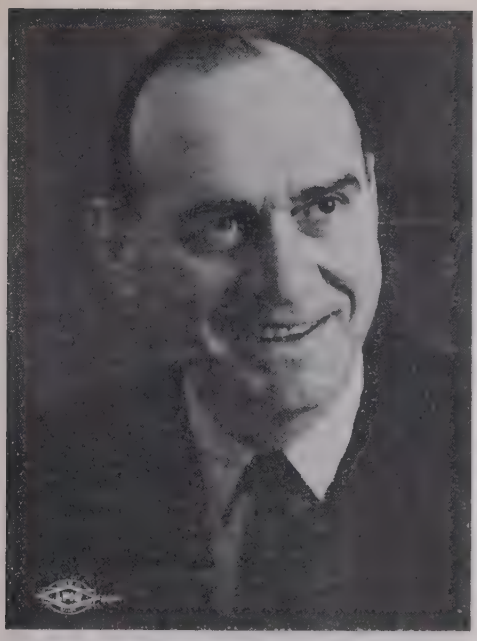
He linked the importance of the task not only to the economies of the western countries, but also to those of the developing countries who regard the prosperity and economic growth of the industrialized countries "as the starting point to their international policies."

"A sudden and rapid decline in the economic activity of the industrialized countries would at best seriously impair their ability to assist developing countries," he declared, "and at worst produce a state of international economic chaos which could lead to conflict. "We must find ways to release all our prospects for growth."

Mr. Morse described the situation as "a challenge to the traditional structure of labour and industry," and he said that attempts to change this structure have so far borne few concrete results. Structural changes are necessary to enable unions and employers to reach effective agreements for an entire industry or for the economy as a whole.

Unions will have to undergo a complete re-appraisal of their role in society in the coming years, Mr. Morse predicted. He described the unions as victims of their own successes. "It is precisely because they have fought so hard, and with such success, for the rights and status of the working man, that unions need to widen their functions and role in society.

"They have achieved a strong bargaining position, and they are using it to increase the share of affluence for their members. But they are no longer defending working people from starvation. Their members are no longer the



David A. Morse

under-dogs of society—the unemployed, the poor, the aged, the oppressed, the underprivileged who continue to exist in our so-called affluent societies, but whose interests the trade unions in most countries today are not equipped to defend as energetically as they could, or should like to, in spite of their long and honourable tradition as spokesmen for the less fortunate."

Mr. Morse further predicted that, with the increase in technological change, and the erosion of the traditional union membership away from the traditional "blue-collar" workers, there would follow basic changes in union activity and organization:

"Public opinion will in future expect trade unions and their members to view redundancy as an opportunity for improvement rather than as a cause of distress. Trade unions will be asked more and more to serve their members by helping to facilitate movement to new jobs, new occupations or new regions, rather than by placing emphasis on the maintenance of the status quo. The effects of increased automation will impose on the union bargainers responsibility for matching the technical knowledge of their management counterparts. The unions may take on, to a greater extent than hitherto, a number of activities beneficial to the entire community rather than just to their own membership."

With the unions increasing their role as agents for social improvement and for economic growth, "we may see emerging a far greater community of interest between management and labour, and a much greater degree of mutual confidence and co-operation than has characterized their relations in the past."

Management, according to Mr. Morse, faces the challenge of combining efficient production with good relations in the plant. It will need to be as aware of its responsibilities to its workers as it is to its shareholders. Managers will have to be able to co-ordinate skilfully the technical and the human aspects of industrial management; they will have to be the bridge builders between the technicians, scientists and efficiency experts on the one hand, and the workers on the other.

Concluded Mr. Morse: "What we need to aim at is an educated society of responsible men and women capable of looking beyond their own immediate interests to those of the community, and, indeed, those of the world at large."

Labour Minister MacEachen's introductory remarks provided delegates with an informative backdrop to Mr. Morse's address.

Referring to the International Labour Organization as "a pioneer organization within the United Nations family," the Minister pointed out that if it is common—and even commonplace for specialists from various professions in many countries to sit down together at international meetings—agriculturalists, economists, educationists, government administrators and doctors—this was not always the case.

Said Mr. MacEachen:

"In 1919, the ILO was the first official specialist body to pit the unifying influence of common background and occupational interests as a force for international understanding against the barriers of nationalism, diplomatic rivalry and suspicion.

"Along with the fledgling League of Nations, the ILO inaugurated regular meetings where men of different race and language might work together, and slowly and patiently build techniques and habits of mutual understanding and the beginnings of an international jurisprudence.

"In this the ILO was helped by its tripartite structure, which gave trade unionists and employers a voice along with governments in its debates and decisions. National frontiers pose fewer obstacles to labour or to businessmen, and this is a good example for government spokesmen and the rest of us.

"David Morse came into the ILO three decades after its formation, and has presided over its work for almost two. From his lonely heights in Switzerland—on Mount ILO—he surveys the labour problems of the world.

"He broods over the attempts made to solve them—the attempts of communists, of socialists, of pragmatists like ourselves. He brings such people to meetings and tries to get them to talk together—and not just to talk but to achieve the elements of mutual understanding. The synthesis of the world's wisdom in labour matters he makes available to all. He sends out emissaries to the newly independent countries to help them on the path towards economic and social development.

"Today there is more and more recognition that in the vast international struggle to raise standards of living in developing countries, a major effort must be made toward strengthening human resources, and toward the pursuit of effective manpower and social policies. Among the various members of the United Nations family, it is the ILO that is charged with the major responsibility for this most important component of economic growth.

"David Morse was born in New York City and is a graduate of Rutgers University and Harvard Law School. He was admitted to the New Jersey Bar in 1932. Following government work and considerable experience in labour arbitration he served in the United States Army. He drafted and put into effect labour policies and programs for the occupation governments in Sicily, Italy and Germany. As Under-Secretary of Labour he was head of the United States delegation to the International Labour Conference in 1948 when he was elected Director-General of the ILO. He was unanimously re-elected for new terms in 1957 and 1962.

Current Projects

"David Morse is now engaged in an attempt to re-orient the work of the ILO through the development of three major programs: human resources; conditions of work; and social institutions. In constructing these programs he is blending the techniques of international labour standard-setting, of research, of international meetings, and of technical assistance, so as to create a composite of work that can be practical and useful in the modern world, and that can lend itself to systematic evaluation.

"Understandably the ILO is devoting much of its energies to the needs of the developing countries, but it would be unrealistic for the ILO to neglect problems of concern to the industrialized nations, and in fact it has not done so. For example, the ILO is making itself a center of information on the way in which industrialized countries are responding to the challenge of automation.

"The ILO's work in this area brings it into close touch with the Canadian Labour Department: We seconded one of our people recently for a year at Geneva with the ILO, and we have had visits from ILO officials.

"The ILO has shown particular interest in the way research has provided a basis for policy initiatives in Canada. Our research on occupational changes in key industries and other aspects of automation, for example, led to our initiative in establishing a Manpower Consultative Service to help labour and management adapt to technological change.

"Mr. Morse, and perhaps some of you, may be interested to learn that, in view of the concern of both federal and provincial governments in this whole range of problems, a federal-provincial conference of Ministers of Labour and Ministers of Education is being planned for later this year to discuss training in industry. This conference, endorsed at the federal-provincial conference last July, will consider this problem in the light of broader developments in the field of manpower and automation.

"We expect this conference will put particular emphasis on techniques of adaptation to automation and, David, since the ILO is such an exponent of tripartism, I am sure you will agree that this is a matter of the greatest concern to employers, workers and governments—a tripartite problem that has to be dealt with on a tripartite basis.

Canada's Share

"I am proud to say that among David Morse's ten top officers, no less than two are Canadians—William Yalden-Thomson, Assistant Director-General in charge of ILO personnel work, and Robert Cox, director of the autonomous but ILO-supported International Institute for Labour Studies.

"Many of you may know that Canada this year has made the first of a series of annual contributions to the Institute for Labour Studies, to be valued at $50,000 a year.

"You should also know that while thirty of the fifty thousand dollars was in cash, the remaining twenty was paid in a more valuable commodity—it went to support the presence at the Institute of two distinguished Canadian scholars who are studying within its walls and contributing to its research climate under grants awarded by the Labour Department-Universities Research Committee. The scholars are Stuart Jamieson of the University of British Columbia and William Cunningham of the University of New Brunswick.

"We shall continue in future years to devote part of our contribution to the International Institute for Labour Studies to the support of projects under its auspices by Canadian scholars.

"David Morse's visits to Canada have been all too rare, but I am promised that we will have him back next year, when Canada will

for the first time play host to an American Regional Conference of the ILO—the Eighth Conference of American States members of the ILO—which will be held in Ottawa in September 1966. This will be the first full-scale ILO meeting to be held in Canada in 20 years, since the days when the ILO made its temporary home in Canada during the war and early post-war years.

"We expect that this Conference will be constructive and imaginatively run, and we hope that it will take concrete steps to advance the development of manpower and social policy in the Americas. It will bring together some 200 employer, worker and government delegates from North, South and Central America and from the Caribbean. I hope also that this meeting will be of interest to Canadians in academic life as well as to representatives of government, industry and labour."

Concluded Mr. MacEachen: "Ladies and gentlemen, I should be happy to go on at some length about the ILO and Canada's relationship to it, because I feel that in many respects our interest in the ILO and the hopes we place in it are greater today than ever in the past. That, however, is not what I was invited here to do. Instead, I shall on your behalf invite David Morse to do the talking, and you will see for yourselves why this man, who has personified the ILO for 17 years, has so won our admiration and our affection.

"Mr. Morse does not intend to deal with the whole range of ILO work; his subject is industrial relations, and he brings to it a unique knowledge of the diverse means by which the various industrialized countries have sought to cope with common problems."

FREDERICK HARBISON

The second session of the conference, chaired by H. Carl Goldenberg, O.B.E., Q.C. examined the theme, "Collective Bargaining Challenges and Responses." First to speak was Frederick Harbison, Director, Industrial Relations Section, Princeton University, who addressed delegates on the subject of "Collective Bargaining in Perspective."

At the outset, Professor Harbison declared that collective bargaining, far from becoming obsolete as some of its critics contend, is both a vital and constructive force in an enterprise economy.

"Those who cling to the obsolescence concept have a distorted view of the essential functions of bargaining in our society because they expect it to solve problems which lie far beyond its practical reach, " he said.

Professor Harbison then proceeded to examine: (1) the essential characteristics of collective bargaining; (2) the impact of collective bargaining on an enterprise economy; and (3) the limitations of collective bargaining in economies such as those of the United States and Canada.

(The remainder of the speaker's address from this point on is quoted in full.)

Characteristics. First, collective bargaining is strictly a relationship between organizations. Contrary to a mistaken belief in many quarters, collective bargaining is not a relationship between management and workers. Management-employee relations encompass direct dealings between company officials and workers as individuals, whereas collective bargaining is confined to dealings between company spokesmen and the representatives of the union which is the bargaining agency of the employees.

Second, collective bargaining is a power relationship between organizations. Bona fide collective bargaining does not exist unless the union has the ultimate right to resort to force, in the form of a strike, and unless the representatives of management also have the ultimate right to refuse workers employment if they are unwilling to acquiesce to the demands of the union.

Stated more buntly, collective bargaining does not exist unless each party is free to negotiate with a club which is within handy reach in case of necessity.

In this relationship, the all-embracing and legitimate objective of the union is to put pressure on the employer—pressure for wages and other benefits, pressure to protect the jobs and employment rights of the members, and pressure to limit the unilateral exercise by management of its prerogatives. Union leaders are the advocates—"the Philadelphia lawyers" so to speak—of the members, and at the same time they are policemen hired to provide protection for the members from the daily exercise of unilateral managerial authority in the shop.

The all-embracing and legitimate objective of management is to resist this pressure—to fight for retention of essential managerial rights, to keep from losing its shirt by making unwarranted concessions, and thus to safeguard the well-being and profitability of the enterprise. Collective bargaining, therefore, is a pressure-generating process, and those who engage in it must recognize quite frankly that they operate in "the squeeze-box."

Third, collective bargaining is essentially a treaty-making and treaty-enforcing process between companies and unions. The end objective of collective bargaining is to arrive at a mutually satisfactory contract setting forth, for a period of time, agreements on such things as wages, hours, and other conditions of employment. During the period when

the contract is in force, the principal activity of the parties is the administration and interpretation of its provisions. In well-established collective relations, this treaty-administering function is customarily performed in a very orderly manner.

Finally, collective bargaining is in practice a process of accommodation between companies and unions. Although open conflict and guerrilla warfare may be characteristic of some relationships at particular points of time, the vast majority of collective relationships provide an avenue for orderly and peaceful resolution of differences through compromise, agreement and co-operation. Thus, despite the fact that collective bargaining has its roots in a conflict of interests between capital and labour and cannot exist without the right of both parties ultimately to back up their respective interests with force, it is really an instrument for furthering industrial peace. It is a way of organizing divergent interests in such a way as to resolve rather than to extend open conflict.

The collective bargaining process can be greatly improved if the parties take a rational, unemotional and sophisticated view of it. There can be constructive responses to pressure. There is today a great deal of interest in "creative collective bargaining." A growing number of companies and unions have made considerable progress in establishing joint study committees, "continuous negotiation" procedures, effective use of impartial neutrals, and the use of permanent arbitrators.

The Kaiser experience, the Human Relations Committee in Big Steel, the Armour Automation Committee, and the Mechanization and Modernization Agreement in the West Coast Longshore Industry are illustrative of attempts, with varying degrees of success, to introduce more business-like rationality into bargaining relationships. These and similar efforts to develop greater understanding of critical issues can result in smoother operation of bargaining even though it still must take place within a pressure-generating framework.

Name-calling, bargaining in the newspapers, guerilla tactics, accusations and emotional outbursts need not be part of the pressure-generating process; rather they are manifestations of immature, unsophisticated and unskilled bargaining which is becoming obsolete. Bargaining is a business for professionals, not amateurs, and can be improved by more objective consideration of facts, more effective selection and better training of bargainers, and more realism in taking and holding positions. Power relationships by no means imply a concentration on use of the weapons of industrial warfare.

Impact. So much for the process of collective bargaining. Is it "a good thing?" Is it a constructive or destructive force in our kind of economy? These questions cannot be brushed aside.

I would argue that collective bargaining, where it operates with reasonable success, fulfills those major functions: first, it provides a partial means for resolving the conflicting economic interests of management and labor; second, it greatly enhances the rights, dignity, and worth of workers as industrial citizens; and, third, as a consequence of the first two functions, it provides one of the more important bulwarks for the preservation of the private-enterprise system. And finally, it provides a measure of industrial peace.

On behalf of its members, the union demands wage increases, vacation with pay, pensions, sickness benefits, and many other things which workers want. In practically all collective-bargaining treaties, agreement on these matters is reached, the final settlement usually being somewhere between what the union asks for and what the employer at the outset says he is willing to give. When the contract is finally signed, the union leadership usually takes pains to point out that the new terms and conditions of employment represent a victory for the workers. Thus most workers in organized plants probably feel that the union has pushed the employer about as far as he will go.

Management customarily indicates that, although the concessions have been perhaps too costly, it will try to get along somehow. For all practical purposes, then, these economic issues are resolved for periods varying from perhaps six months to as much as five years. Provision is made, furthermore, for the orderly settlement of individual grievances over wage rates and employment rights during the life of the contract.

From the standpoint of the workers, this method of getting commitments from management on wages and working conditions is much more satisfying than being forced to rely on managerial discretion in such matters. Management can also breathe more easily knowing that these issues are more or less settled for the time being. On the part of both parties, therefore, there is usually a sense of satisfaction in concluding by mutual agreement a treaty which gives each a feeling of security, if not a sense of achievement.

The economic impact of these bargains on individual firms and on the economy as a whole, however, is an entirely separate question. Economists as yet have not been able to resolve their differences—either in theory or in fact—on the impact of the union. For

example, the late Henry Simons and his followers would argue that unions possess almost unlimited monopoly power and succeed in benefiting their members only at the expense of the unorganized groups in society. They would also contend that collective bargaining, in exerting an upward pressure on wages, must inevitably result either in price inflation or in general unemployment.

Yet other economists tend to discount the effect of unions on wages, on allocation of resources, and on general levels of prices and employment. Milton Friedman, for example, has stated that the long-run effect of unions on the structure and level of wage rates and, thereby, on the allocation of economic resources is of minor magnitude in comparison with other economic forces. The empirical evidence in this area is quite scanty, and as yet does not provide sufficient evidence to prove either of these contentions. Thus the "jury of economists" weighing the economic impact of the union is hung.

I would agree with George Hildebrand that collective bargaining has not captured wages at the expense of profits, and has not greatly disturbed relative wages and the distribution of labour. Nor has it impeded economic growth. Its economic impact has been minor. Certainly we would not expect union pressure on management to increase productivity, to improve efficiency, or to make enterprises more profitable. Unions in our part of the world are management-regulating devices; they are not expected, as in the Communist countries, to energize workers in the production process. In enterprise economies, this is the job of good management.

To be sure, without regulation by unions through the process of collective bargaining, management might be able to increase production standards slightly, to introduce new methods and machinery a little bit more rapidly, to reduce working forces a little bit more easily, and thus perhaps to operate enterprises a little more efficiently from a strictly economic point of view. Let's concede, then, that the economic impact of unions may be slightly negative. Speaking as a professor, I might give collective bargaining a slightly failing grade in the economic area, but this would be a marginal decision.

The evaluation of the consequences of collective bargaining on the rights, dignity and worth of workers as industrial citizens, however, is another matter.

In the unionized plants the collective agreement establishes the framework of a system of industrial jurisprudence. It defines the rights of individuals and groups, and it provides machinery for the adjudication of grievances. At every turn, moreover, collective bargaining forces management to take cognizance of the effect of its decisions on the rights and interests of workers.

If management decides to introduce new methods and machinery, for example, it must carefully weigh the impact of such changes on the workers involved. Or, if it wants to promote an employee to a higher position out of line of seniority, it must be absolutely certain that the individual involved has superior ability and competence. In short, the mere existence of a collective bargaining relationship, quite apart from the specific clauses in the contract, puts continuous pressure on the employer to eliminate causes of employee discontent and to think in terms of human values in the management of people.

One of the most striking features of American industrial relations, moreover, is the energetic response of employers to actual or potential union pressure. This pressure often leads to programs for better selection and placement of employees, improved foreman-training programs, better systems of wage and salary administration, and more effective two-way communication between management and workers. Such positive responses may be even more prevalent in the unorganized establishments than in unionized plants, for in such cases, management often bends over backward to treat employees decently if for no other reason than to prevent them from bringing a union into the plant.

Thus the collective-bargaining contract establishes the body of law, and the union provides the police force for protection and extension of employees' rights on the job. To be sure this system is not without its defects and drawbacks.

First, some labour leaders, as they become securely entrenched in their unions, tend to lose touch with the rank and file, and to become insensitive to the complaints and desires of the people they are supposed to represent. Second, some types of rigid working rules and regulations prescribed by contract may be as distasteful to some workers as unilateral managerial authority. Third, in rare instances, management and labour bureaucrats may conclude "sweetheart agreements" which completely ignore the fundamental interests of workers.

Yet few persons would deny that, on the whole, the direct and indirect consequence of collective bargaining is to bring about more consideration for the freedom, dignity, and worth of the workingmen and workingwomen in modern industrial society. Here, I think, collective bargaining can be given a very high grade. Its impact, on the whole, is clearly constructive and positive.

I would also give collective bargaining another high grade for its role as a bulwark of the private enterprise system. To the extent that collective bargaining operates successfully as an orderly means of resolving the conflicting economic interests of management and labour and to the extent that it enhances the dignity and worth of labourers in their role as factors of production, it provides some very substantial support for our system of democratic capitalism. It does this in three ways:

First, it provides a drainage channel for the specific dissatisfactions and frustrations which workers experience on the job; second, it helps to "humanize" the operation of an essentially impersonal price system by making it more generally palatable to workers as a group; and third, it absorbs the energies and interests of the leaders of labour who might be inclined to work for the overthrow of capitalism if this avenue of activity were lacking.

The operation of collective bargaining as a drainage channel for worker dissatisfactions is so obvious as hardly to warrant further elaboration. In this country, day-to-day union-management relationships center on problems arising at the bench. The average local union leader spends most of his time listening to complaints and settling grievances which arise out of specific conditions on the job.

Management likewise devotes a great deal of time and energy not only to adjustment of grievances but to elimination of causes of worker dissatisfactions as well. In other words, collective bargaining usually provides a strong incentive for the company to "clean up its backyard and keep it as tidy as possible." The "winning of concessions" by the union in each new contract, moreover, tends to create the impression among workers that they are doing a pretty good job of periodically and systematically "shaking down the boss" for their share of the fruits of economic progress.

Every time a wage increase is won through the collective bargaining process, the worker probably feels more satisfied with collective bargaining and a little more happy about living under the private enterprise system. Although very few workers participate actively in the affairs of their union, they appear to have confidence in the ability of union leaders (acting as their "Philadelphia lawyers") to keep an eye on management, and to effectively voice their interests. Thus, the leader of a radical movement who would overthrow or in any way alter this very satisfying and successful method of getting "more" from the employers finds little support among modern rank-and-file workers.

The humanizing influence of collective bargaining on modern capitalism, though perhaps not so obvious, is nonetheless of profound importance. Many of our outstanding economists have postulated the idea that the optimum allocation of economic resources stems from the mechanistic operation of blind and impersonal forces. They are also likely to refer to labour as a "commodity" or as "another factor of production" in an economic system which works best when each participant uses it as a vending machine.

This kind of intellectual rationale, of course, is repugnant to American workers who are convinced that labour has values distinguishing it from, and placing it above, other factors of production.

An American is conditioned by his parents, by his teachers, and by all the media of mass communication to believe that he is born free and equal, is endowed with the right to seek redress of grievances wherever they arise, and is heir to an economic system guaranteeing him the right to work and to earn a good living.

The emphasis which collective bargaining places on human values, therefore, provides him with a rationale for believing in the existing enterprise system. The very process of establishing wages through bargaining, even if income levels of workers may not be substantially influenced thereby, gives workers a feeling that blind economic forces are being properly tempered by human forces.

The process of collective bargaining also absorbs the energies and interests of many leaders of the working masses who might otherwise direct their energies to the overthrow of the existing economic order. Most students of labour movements would agree, I think, that the more a union leader concentrates on collective bargaining, the more conservative he is likely to become. American labour leaders, almost without exception, have moved from left to right as they have gained experience with, and become absorbed by, the process of negotiating and administering treaties with employers.

To the extent that collective bargaining appears to bring results and to command the support of the rank and file, the labour leader devotes more time and energy to it; and, to the extent that he concentrates on bargaining, the chances are that he may make it more successful. This is, of course, one of the reasons why the American labour novement is so job-centered rather than politically oriented. Labour leaders in this country can effectively command the support of their constituents and rise to positions of fame and power without bothering very much about political objectives.

For all these reasons, collective bargaining is an institution which bolsters the existing economic order in our country. It flourishes and survives only in the climate of private enterprise. It both creates the machinery and provides the rationale for endorsement of capitalism by employers, labour leaders, and workers.

Finally, I think that most honest analysts of collective bargaining would agree that, on balance, it has resulted in a reasonable measure of industrial peace. There are strikes, to be sure, and some of them have brought great inconvenience to the public. But it would be difficult indeed to show that strikes have had any appreciable or long-lasting adverse effect on economic growth, economic stability, business prosperity, or levels of investment.

In the United States, strike activity has been on the wane since the end of World War II. In 1962, for example, the percentage of manhours lost from strikes in relationship to manhours worked was 0.16, and it appears that this figure may be declining rather than rising. Also, to some extent, strikes teach the parties how to avoid future strikes. In many industries, there are long periods of industrial peace after a serious strike. If we use a grading system for evaluation, I think that, on the score of industrial peace, collective bargaining should be given a clear pass, even if it is a low one.

Thus, on balance, collective bargaining has had a constructive impact, at least in the United States. It comes out with flying colours in two major areas; it clearly passes as a constructive force in a third; and only in one area—the economic—has it been on the failing side, and even here the failure, if indeed it is one at all, is a marginal one.

Limitations. Collective bargaining cannot contribute much to the solution of the admittedly serious problems of chronic unemployment, inadequate economic growth, persistent balance of payments difficulties, underdeveloped systems of education, pre-employment vocational training, or civil rights. It certainly has not helped to stem inflation, nor has it been a bulwark against deflation. Does this constitute a valid criticism of collective bargaining? Certainly not! Why should one expect collective bargaining to solve such problems?

Unions are pressure organizations representing employed workers. They are not vitally concerned (other than for altruistic reasons) with the unemployed, with high school drop outs seeking work, or with pre-employment education and training. They are not likely to put pressure on employers to hire Negroes or other disadvantaged groups, particularly if the jobs of existing union members are jeopardized thereby. The effective pressure for civil rights in the United States came from groups other than organized labour and organized business.

Enterprise management, likewise, cannot be expected to take up cudgels for the unemployed or those who are discriminated against in employment. The problems of economic growth, and also to a considerable extent unemployment, must be tackled by increasing aggregate demand. Here appropriate monetary and fiscal policies rather than collective bargaining procedures must provide the fundamental answers. One should not reasonably expect that these global economic and social problems can be solved by collective bargaining, no matter how "statesmanlike" it may be.

Labour organizations and management groups, of course, express opinions and have legitimate concerns in these broad areas. But they are not prepared, and rightly so, to use pressure based upon the ultimate resort to force in order to achieve objectives in these areas. These areas lie beyond the mainstream of their vital interests—wages, benefits, job protection, managerial rights, profits and organizational survival and sovereignty.

In a pluralistic society, there are other special interest groups—in addition to unions and employer organizations—which seek proprietorship over broad issues of national economic and social policy. In this broader arena, organized labour and management play a role in shaping national policy, but they must share with a host of other actors. They can achieve little without making alliances with other special interest groups.

Collective bargaining obviously has more direct relevance to automation and technological progress. The invention of new devices and processes, and the development of the techniques of automation, lie beyond the scope of bargaining, but their introduction does not. Union and management bargainers can negotiate the adaptation of the working forces to automation.

Yet, it is unreasonable to expect that collective bargaining can prevent the displacement of men by machines, find new jobs for all who are displaced, and provide appropriate training for all those who must acquire new skills. In the modern industrial society, these matters call for much broader consideration than the parties at the collective bargaining table can provide.

Finally, in modern industrial societies, collective bargaining cannot remain free of all intervention by government. It is no longer an exercise by two major protagonists—management and organized labour—with the government serving as referee. Government is quite legitimately a third force at the bargaining table.

In the "key bargains" in industries such as steel, automobiles, transportation and public services, it also is a pressure-generating force. The government has exerted pressure, and will continue to use pressure, to induce labour and management to reach accommodations in so-called emergency disputes. It will establish guidelines for appropriate ranges of economic settlements which it feels are vital to the national interest in promoting economic growth and preserving economic stability.

Although it is not necessary for government to have a legal right to outlaw strikes and order settlements, it is clear that government must and will exercise its influence and exert strong pressure to make collective bargaining agreements conform to the broader interests of the public. But, the entry of government as a silent or even an active participant in bargaining need not impair the constructive consequences of collective bargaining as outlined above. In collective bargaining, the parties must respond to the pressure in a "squeeze-box," and these pressures may include those emanating from the public interest and channelized by government.

To conclude, the system of collective bargaining in the USA, and I think also in Canada, is a vital institution and a constructive force in the economy. Although it can be improved, it is in no sense obsolete. It is an indispensable element in the private enterprise system of the market economy. But it is not an instrument for sweeping social reform. It was never designed to cope with major issues of national economic policy. And, therefore, it should not be condemned for failure to achieve the impossible.

ARNOLD R. WEBER

Prof. Arnold R. Weber, Graduate School of Business, University of Chicago, was the second speaker during the second session of the Founding Conference.

His address focussed on the details of a specific set of responses to a particular challenge—namely technological change—rather than on the broad aspects of collective bargaining.

This latest major challenge to labour-management relations, said Prof. Weber, is a severe test of the ability of the two parties to cope with dramatic alterations in the environment within which they interact.

"This development has taken place against a backdrop of extensive technological change, popularly identified as automation. Clearly, automation is to industrial engineering as sex was to psychology—that is, it has kindled the public's interest in a heretofore obscure branch of knowledge while giving rise to fears of dire consequences if the practice is carried too far."

The speaker then turned to an evaluation of one of the more constructive activities that unions and management have produced at the bargaining table—the joint study committee.

"First, the joint study committee often has been a vehicle for informal advance notice of technological change well before the change takes place. In the absence of the committee, such notification usually would be limited to the narrow requirements of the contract. Moreover, the highly charged atmosphere during negotiations over the contract terms is hardly the appropriate time for the sober consideration of the company's plans.

"Second, the joint study committee has permitted the parties to engage in bilateral fact-finding concerning the probable consequences of technological change and the feasibility of alternative remedial programs. The topics studies have ranged from the protection of future employment in the meat-packing industry to possible measures of productivity in longshoring, and the cost of an extended vacation plan for the employees of the basic steel producers. Such bilateral fact-finding does not constitute a shortcut to harmonious relationships, but it does help to provide a neutral framework within which controversies based on conflicting interests may be resolved.

"Third, the study committee has helped to free the bargaining process from the political pressures and rigid adversary rules that often characterize contract negotiations. In most cases, the ground rules for the committee deliberations specify that the parties can make statements without the fear of retribution or subsequent accusations of inconsistency. In addition, the discussions usually are carried out on a confidential basis so that a free exchange of ideas and information can take place without exciting premature responses from the committee members' constituents. The fact that the study groups carry out their activities long before contract termination periods also helps to maintain a low-key atmosphere and spirit of flexibility.

"Fourth, the joint study committee approach has encouraged a certain degree of experimentation in the development of programs to cope with new economic conditions. The Armour Automation Fund Committee introduced important modifications in the operation of an inter-plant transfer program with the understanding that the changes would not be binding if they did not work to the satisfaction of the parties. A similar escape clause was linked to a formula that was developed by the Human Relations Committee in the steel industry for dealing with sub-contracting. In a more dramatic case, the Long Range Shoring Plan devised by the study committee in Eniser Steel also permits either party to withdraw from the program

after the appropriate period of notice. With the knowledge that all mistakes are not irreversible, unions and managements may be expected to demonstrate a greater venturesomeness in collective bargaining."

Joint Study—Pro and Con

Prof. Weber cited several situations in which the achievements of the joint study committees have been notable. The effort to find a measure for productivity in longshoring operations resulted eventually in the path-breaking Modernization and Mechanization Agreement on the Pacific Coast. The Armour Automation Fund Committee has carried out a program for the inter-plant transfer and retraining of workers displaced by the shutdown of obsolete plants. And the Human Relations Committee did much of the spade work for a variety of measures aimed at enhancing the steel workers' job security.

The speaker also indicated that the joint study committee approach has not been without its shortcomings or failures.

"In some instances its adoption seemed to represent a vacuous faddism in industrial relations or a tactic to postpone the consideration of hard problems. Thus the committees established in the automobile industry appear to have had little effect on the course of collective bargaining to date. Nor is there any indication that a study committee has melted the freeze in union-management relations in the New York City newspaper industry.

"In other cases, the confidential aspects of committee deliberations incurred the suspicions of the rank-and-file and became a political issue within the union. This was an important factor leading to the demise of the Human Relations Committee in the steel industry. To add to this chorus, the leadership of the Packinghouse Workers has attacked the Automation Fund Committee as a "publicity gimmick" but significantly did not force a dissolution of the group at the last contract negotiations.

Study committees will not, or cannot, supplant the essential power aspects of the collective bargaining process, Prof. Weber believes. Instead, they will continue to serve the cause of rationality primarily by neutralizing potential controversies over factual questions and by providing some assurance that power will not be exercised over trivial matters. Where the issues are extremely complicated, as in dealing with technological change, these gains may be well worth the price.

Prof. Weber thinks that, despite the signs of impatience and antagonism on both sides, labour and management generally have responded with restraint and imagination to the problem posed by automation. Out of a sense of realism or responsibility, he said, few unions have adopted a posture of outright resistance to technological change.

"Management also has shown a disposition to recognize problems of transition that it studiously ignored in the past. And the use of new procedures has contributed to the variety of measures adopted to deal with the consequences of automation."

Prof. Weber identified three general approaches now in use to handle the consequences of technological change: the "buy-out", gains-sharing and manpower management.

The "buy-out" approach he said, generally involves an attempt to identify the worker for economic losses imposed by technical change. The problem of adjustment is then one of arriving at some acceptable formula for estimating the costs to the individual and making restitution as the "property rights" in this job are liquidated. In most cases, these formulae lay no claim to precision. Instead, they are broadly related to previous earnings levels and length of service.

The most widely used form of indemnification for loss of employment is severance pay. Here, a lump sum payment is made to the employee when he is permanently terminated from his job because of automation or associated economic adjustment. Severance pay provisions are found in most labour-management agreements today, and are generally considered a starting point for subsequent attempts to deal with the problems of technological change.

Advantages

Observed Prof. Weber: "The buy-out has several advantages to recommend it to both management and unions. As part of the bargain, management is generally given considerable latitude in the introduction of technical change, and once it has translated its 'moral responsibility' into financial terms, it can go about the task of increasing efficiency with few restraints . . . The union, in turn, sees the indemnification payments as a factor retarding the pace at which technical change may be introduced. That is, where management has to make sizeable cash payments in the form of earnings guarantees or severance pay to its employees, the calculation of costs and returns may temporarily tip the balance in favour of the status quo. In addition, once the lump sum payments are made to the employees, they serve as 'social shock absorbers' to tide the displaced employee over the period of transition in the labour market at large."

Gain-sharing, continued Prof. Weber, is another attempt to translate the consequences of technical change into monetary terms. Management is again afforded wide discretion

in introducing changes while some formula is contrived for distributing the gains from productivity among employees. However, whereas the "buy-out" generally is directed at those who are displaced, the gain-sharing approach manifests greater solicitude to those who continue to work.

The gain-sharing approach has limited promise in facilitating adjustment to technological change because it tends to distribute income only among a favoured few, stated Prof. Weber. "For this reason it is normally used in company and industry situations where management is confronted with intense competition and where total employment opportunities do not decline too sharply . . ."

Manpower Planning

On the use of manpower planning as a device for handling the problems of technological change, Prof. Weber said that this approach generally rejects the economic maxim that every man has his price and instead, emphasizes the need for distributing employment opportunities as widely as possible among union members. In some cases, manpower planning may also involve efforts to promote the occupational mobility of displaced workers in the external labour market once displacement has been carried out. Within the firm, detailed studies are made to determine the level and structure of employment opportunities, in the immediate future, and to establish criteria for allocating these opportunities among workers with different priorities.

Historically, the manpower planning approach may be traced back to traditional forms of work sharing; but recent programs have gone beyond this simple formula, said Prof. Weber—and proceeded to illustrate his point.

First, attrition has been widely used to reduce the level of employment while minimizing actual displacement. Thus, workers are not replaced as they die, resign or retire. In addition, systematic efforts have been made to induce attrition by the negotiation of generous early retirement plans.

Second, collective bargaining agreements in the auto, steel, meat-packing, and glass industries, among others, have established inter-plant transfer plans so that workers who are displaced by technical change or plant shutdowns in one location may exercise a claim to employment opportunities opening up in other installations.

Third, active steps have been taken to retrain workers for new jobs in the firm or labour market at large.

Fourth, greater emphasis is being placed on sharing the gains of productivity in the form of compensated leisure rather than increased monetary income. In this respect, there has been both augmentation of conventional vacation plans and a willingness to experiment with new programs.

Prof. Weber indicated that none of the three approaches devised by collective bargaining for handling the problems of automation lead to an economic promised land. In practice, he said, a combination of approaches has been employed in handling the consequence of technological change in particular collective bargaining situations, although there are significant differences in emphasis from case to case. Moreover, once some provision is made for indemnification, there is a pronounced tendency for the parties to move toward what has been called manpower management.

The approach puts the greatest burdens on unions and management in collective bargaining because it continually requires the development of new programs and administrative procedures to fit the specific circumstances of a particular plant or office situation. But it also offers the brightest prospects for minimizing the economic and social costs of a difficult period of transition.

During his concluding remarks, Prof. Weber noted that in the last year, the public and professional concern over the consequences of technological change had perceptibly subsided. This shift in attitudes reflects several factors.

"Undoubtedly, the initial fears regarding automation were exaggerated" he said. "In addition, fiscal policies have blunted the cutting edge of unemployment. Beyond these factors it is clear, however, that collective bargaining has made a major contribution to the process of adjustment.

"It has helped to create a greater awareness of the specific dimensions of the problem where casual indifference or empty generalizations might have prevailed. It has substituted orderly procedures for improvisation. It has sought some acceptable basis for distributing the costs and benefits of the new technology among those who are directly affected. And it generally has carried out these functions without the promiscuous exercise of power.

"As part of a decentralized system of decision-making, the contributions made by collective bargaining inevitably are limited by the scope of the units under the parties' control. Within this constraint, however, collective bargaining has responded to the challenge of technological change with more vitality than resignation. Despite the forebodings of its friends and the hopes of its enemies, collective bargaining will continue to play an important role in mediating the claims of competing economic groups."

At the end of Prof. Weber's address there was a brief discussion period, led by H. J. Clawson, Vice-President of Industrial Relations, The Steel Company of Canada, Ltd., and William Dodge, Executive Vice-President, Canadian Labour Congress.

JAMES R. BRIGHT

"Wage Adjustments to Automation" was the theme of the conference's fourth session, chaired by Dr. W. R. Dymond, Assistant Deputy Minister, federal Department of Labour.

Prof. James R. Bright of Harvard University's Graduate School of Business Administration, spoke on "Some Effects of Automation upon Wage Determination in the United States."

In an address that he illustrated with charts and slides, Prof. Bright said that in the United States, automation had highlighted several things other than wage determination. He pointed out that seniority is becoming a less useful labour concept because it is less needed and is less applicable.

"But most significant is the federal Government's notice of automation," he said. "Since 1955, there have been at least four Congressional hearings on automation and related problems. President Kennedy held one 'White House Conference' on automation to expose viewpoints in the area. Numerous Government-sponsored special committees, tripartite investigations and advisory groups have included effects of automation in their assignments."

Prof. Bright said it seemed that the ultimate effect of automation on wage determination was to highlight the need for job security combined with the encouragement of technological progress.

Many of the charges against and claims for automation are ridiculous, he said, "but automation, as a concept is gradually bringing to all people a realization that no nation can be stable and happy if its work force is insecure. And no nation can build a rewarding society for increasing numbers unless it employs automation and technological advances.

Salaried Society

He believed automation ultimately will push the nation toward a salaried industrial society, and suggested that "if we are wise and effective in developing moral standards of honest workmanship and values of professional pride in all employees, the salaried society with moderate (but definitely not absolute) job security, offers democracy and mankind its happiest environment."

In his opinion, the most serious problem is the gradual application of automation, plus six factors in annual productivity increases that are substantially reducing the percentage of labour in manufacturing activities. The six factors are:

—changes in plant layout;

—simplification of product design;

—changes to material that require less processing;

—changes to simpler production methods;

—an increase in the power or speed of existing types of equipment; and

—an increase in the scale of the plant (e.g., a single driver can handle a 10-ton motor truck just as easily as a 1-ton truck.)

"Increased demand for traditional products will not absorb all of the labour surplus," he said. "Demand for new products will help. A shift of employment to service industries may ultimately be the source of more jobs, but I am very uncertain about this," he said.

Another problem, which he said was only a personal reaction, was that he deplored the loss of manual skill (not heavy physical effort) and the element of craftmanship in work. It seemed to him that automation was destroying this source of job satisfaction. While he would not turn back the technological clock, be believed society was losing something of great value with the disappearance of craftmanship.

"As for immediate, wholesale displacement of workers, automation is a trifling threat compared to the technological battle between industries," he said.

Concluded Prof. Bright:

"The U.S. missile versus the manned aircraft is a dramatic forerunner of the coming growing difficulty for labour and management. By far the most serious problem on the horizon is this wholesale displacement of an industry or service by technologically superior development. This is coming with increasing speed and severity. It will require great mutual understanding and adjustment between labour, management and Government."

Panel members leading discussion after Prof. Bright's address were H. A. D. Scott, Director of Employee Relations, Ontario Hydro, and A. J. Tirrell, Director, Department of Industrial Engineering, United Steelworkers of America.

(Part II of the Founding Conference program—containing further reports on the third, fourth and fifth sessions—will be published in the December Labour Gazette.)

ILO Technical Meeting
On Hotels and Restaurants

Delegates from 20 countries suggest abolition of tipping, introduction of fixed wages, and guaranteed conditions of work comparable to those existing in other areas of work

Abolition of tipping as remuneration, the progressive introduction of fixed wages, equal pay for equal work, and guaranteed conditions of work comparable to those existing in other branches of activity are some of the suggestions contained in two series of conclusions adopted in October by an International Labour Organization tripartite technical meeting on hotels, restaurants and similar establishments.

The meeting brought together representatives of governments, employers and workers from some 20 countries.

The agenda included two questions relating to conditions of work in the catering industry; methods of remuneration, and organization of work schedules and paid holidays. On each of these items, the meeting adopted conclusions recommending a number of appropriate measures to improve conditions of employment in the hotel and restaurant industry.

Methods of Remuneration

The conclusions concerning methods of remuneration state that measures should be taken to abolish any system that treats tipping as remuneration. This should be replaced by a system of service percentage or fixed wages, it was decided.

The meeting thought it desirable that, by degrees, the remuneration of workers in hotels, restaurants and similar establishments should be changed to a fixed wage, as in other branches of activity, and that the system of service percentage should provide a guaranteed minimum remuneration high enough to permit the worker to maintain his human dignity.

The meeting concluded also that the principles contained in the international labour Convention, 1951, concerning equal remuneration for work of equal value, should be applied by employers. The value of payment in kind, especially food and lodging, should be made known to the worker and should be taken into account for social security or fiscal purposes.

The meeting declared that most of the measures recommended should be applied by means of collective agreements, or similar arrangements between the employers and workers concerned; or by means of legislation; or by other procedures recognized by competent authorities after consultation with employers' and workers' organizations, taking due account of national conditions. The meeting preferred that remuneration be regulated through collective agreements.

Hours of Work and Leave

A second series of conclusions adopted by the meeting deals with organization of hours of work and paid holidays in hotels, restaurants and similar establishments.

"Although the methods of organizing work schedules and paid holidays must take into account the particular conditions under which work in this industry is carried out, they should aim at assuring that the personnel of hotels, restaurants and similar establishments have conditions of work comparable to those for workers in other sectors of activity.

"These methods may be prescribed by legislation or by regulations, by collective agreements or awards, by the decisions of bipartite or tripartite bodies, or by a combination of these different methods—whichever seems to be the most suitable to the different national, regional or local conditions."

The conclusions state that, in all cases where the hours of work for the different categories of personnel in hotels, restaurants and similar establishments are now greater than 48 hours a week, immediate steps should be taken to reduce them to that level. When hours of work are being reduced below 48 hours a week in other branches of activity, similar measures should be applied in the catering industry.

The total length of the daily breaks during a normal working day should amount to at least one hour. The daily rest period should not normally be less than 12 consecutive hours. Staff working in this industry should be granted, in the course of each period of seven days, a rest of one full day preceded by a reduced working day, preferably one half day.

Taking into account existing practices in the different countries, the length of the basic paid annual holiday should in no case be less than two working weeks for 12 months' service.

The conclusions also deal with public holidays and other leave, organization of work schedules, and methods of application and supervision, as well as consultation between governments, employers and workers.

(Continued on page 1104)

JOB AND FAMILY:

MEASURES TO HELP WOMEN FULFIL A DUAL ROLE

Approximately one-third of all jobs in OECD countries are held by women. Many of the women who work—more than half in France, Sweden, the United Kingdom and the United States—are married; some have small children, others aged parents or other family members to look after. These women are often beset by a conflict between job and family duties which can lead to inadequate fulfilment of either role.

At the same time, there are women who have skills which are in short supply, who would like to work or feel the economic pressure to do so, but cannot because of their family responsibilities.

As part of its program for promoting an active manpower policy, OECD's Manpower and Social Affairs Committee asked Dr. Viola Klein, lecturer in Sociology at the University of Reading, United Kingdom, to find out on the basis of an OECD survey what is being done in member countries to remove obstacles to the employment of women with family responsibilities and to help solve the problems of those already employed. The survey and recommendations summarized here have been published under the title, "Women Workers"—available from the Queen's Printer, Ottawa at $2.50 a copy.

The average married woman with one child and a full-time job works about 38½ hours a week at home in addition to time spent on the job and travelling to and fro, according to a recent survey made in Zurich, Switzerland; a study of working women in French cities shows results of a similar order of magnitude. While some reservations may be made as to the validity of these statistics, they nevertheless illustrate one of the problems faced by working women with family responsibilities: how to find time to do justice to both job and family.

Some of the other problems that arise are only too familiar: almost every modern language has a word for "latchkey" children—those who are left on their own after school. How to provide care for such children, what to do when a school-age child is suddenly taken sick or when a baby-sitter does not appear—such problems are not necessarily peculiar to women who work, but do affect this group of jobholders with particular force.

For the society, however, the problem is not only a personal one. Inability to arrange a working schedule for women with specialized skills may mean a shortage of much-needed workers; while a long period of inactivity may mean that trained women lose their skills.

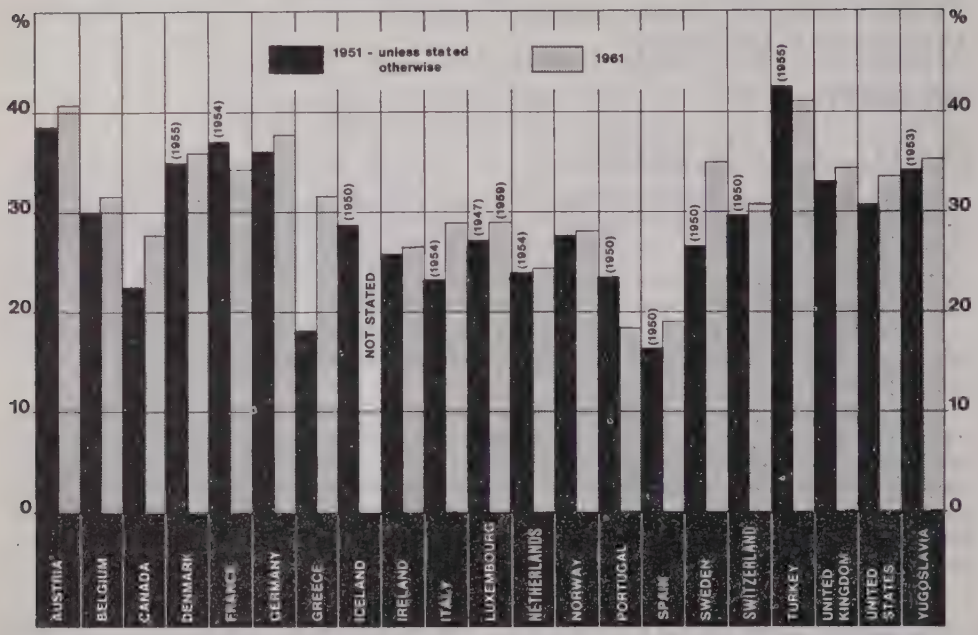
A Question of Hours

Faced with a tight labour market, an individual employer or even an entire industry may find it advantageous to make special concessions to encourage women with families to work. In the United Kingdom, for example, women employed full-time consistently worked about seven hours less per week than men at the time of a 1960 survey. The authorities attribute this largely to informal arrangements which allow working wives to start an hour late in the morning or to go home early. The Swiss clock and watch industry permits women to leave for lunch half an hour or an hour early so that they can cook the meal. And the German authorities report similar arrangements where the workplace is near the home. (When the commuting distance is long, women press for shorter lunch hours to the point where it is sometimes difficult to get them to take even the minimum break required by law).

In a very few cases, such arrangements are given formal collective bargaining status or are even included in legislation. For example, in French couture houses, women with small children are permitted by collective agreement to go home five minutes earlier than other employees, and French law gives two extra days of leave a year for each small child to women under the age of 21. (This has been extended by collective bargaining in some industries to include older women as well.)

But as a general rule there is no special legislation governing the working hours or annual leave of women with families aside from maternity-leave provisions, which are included in the laws of almost every OECD country.

WOMEN AS PERCENTAGE OF PERSONS IN CIVILIAN EMPLOYMENT: 1951-1961



The proportion of women in the work force has grown during the last decade in all OECD Member countries with the exception of France, Portugal and Turkey. Included in the figures of female employment, however, are unpaid family workers who account for a high percentage of the total in Greece and Turkey (the move away from agriculture helps to account for the decline in these countries) and, to a lesser extent, in Portugal, Yugoslavia, Austria and Italy. Married women account for some 60 per cent of the total female working population in the U.S., 58 per cent in Canada, 53 per cent in France, 52 per cent in the United Kingdom, more than 50 per cent in Sweden, 25 per cent in Norway and Switzerland. (Figures are for 1960 for all countries except Canada and France, for which 1962 is the year used.) Of all married women working in the U.S. in 1960, 20 per cent had children aged five years or less, 33 per cent aged 6-17. Two British sample surveys show that 9 per cent of married women workers had children under five years of age and 32 per cent had children aged 5-15.

Nor have women's associations or trade unions pressed for the formalization of such concessions which would, it is widely felt, have the effect of creating a privileged class among employees. On the contrary, their interest has been in obtaining equal treatment for the two sexes. "It is widely recognized today", said Dr. Klein, "that the private commitments and personal loyalties of both men and women must be respected by their employers."

She recommends wide acceptance of the practice of allowing employees to take a limited number of odd days or half days off at their own convenience either as part of or in addition to their annual leave. This would enable working men and women to have an occasional weekday free for major purchases, school visiting or family crises. An example of this sort of practice is to be found in the Norwegian Telegraph Authority, where leave-of-absence of up to three weeks a year at one-third pay is granted to men as well as women under certain circumstances of stress.

More generally, the decrease in working hours and the trend evident in many OECD countries towards the five-day week have, among other things, facilitated the employment of women with households to care for.

Part-Time Jobs

Part-time work is another matter, and Dr. Klein considers that it is in this field that adjustments would seem to promise the most fruitful results. Some jobs are naturally attuned to part-time workers—meeting the peak loads in restaurants and the seasonal surges of retail activity, for example; caring for children after school or enabling stores to remain open late. A few strategically placed

part-time workers in jobs like these could, moreover, release a far greater number of women for full-time employment.

Another possibility for part-time work is breaking up a normally full-time job into several shorter shifts. This is often done where there is a shortage of workers: one-quarter of all the nurses employed in National Health Service hospitals in England and Wales and 18 per cent of U.S. nurses are employed on a part-time basis (1960 and 1962 figures respectively). One factory in London, faced with a shortage of single women, successfully reorganized its production schedule to fit in four part-time shifts on which three-quarters of its work force came to be employed.

Such schedules seem, on the whole, to be characteristic of tight labour market conditions. Perhaps one of the reasons why there has been no more general extension of part-time shifts is that employers find the organization of work schedules difficult and the administrative costs for each employee disproportionately high.

As to part-time employees, they may find their earnings insufficient to compensate for loss of family benefits or tax deductions; they may feel that time and money spent on travel and social security contributions are unduly high (in a number of countries the latter are effectively fixed at a uniform rate regardless of hours worked). Part-time employees are not ordinarily covered by the provisions of collective agreements; often they fall outside the scope of the bargaining unit, and in many countries they do not have the right to all social security benefits.

These difficulties, says Dr. Klein, are not insurmountable. Specifically, she recommends that the status of part-time employees be regularized and that they be covered by collective bargaining agreements so as to assure them of fair rates of pay, pension rights, paid holidays, opportunities for advancement and the same period of notice as full-time workers. This has been achieved for dock labourers, she points out; there seems to be no reason why it should not prove possible for part-time workers.

Services for Working Women

There are in any community a number of services whose creation or extension would help remove obstacles to work or would lighten the load of working women, especially if their hours were synchronized with those of employment; Dr. Klein specifically recommends three:

1. Home aid services with qualified part-time helpers to take over some of the most urgent domestic duties of working women, especially during periods of stress. A service of this kind should charge only nominal fees and may therefore require a subsidy for its staff to be adequately paid.

Help of this sort, though only on a small scale, is available in Sweden, Switzerland and the U.S. Experience has shown that the service may be organized in such a way as to give household workers more status than they would enjoy as domestic help. This is the case, for example, in Sweden, where they are given the title of "household assistants".

2. Day-care centres. The number should be increased, their quality improved and their hours better adapted to serve the women's working schedules. Care of pre-school children is not uncommon in OECD countries. Employers in Italy, to give one example, have a statutory obligation to provide day-care facilities in any establishment where the number of women employees of less than 50 years of age exceeds thirty. But there are not enough of these centres, and the Italian authorities report that they are unpopular because of the danger of infection and the long journey by public transport during rush hours required to reach them. (They are normally located at or near work premises). Forty-one per cent of the enterprises employing between 500 and 1,000 women in France have their own child-care services or subsidize centres near the homes of working mothers. There are about 50 day-nurseries in England and Wales, mainly around Lancashire. They are under the supervision of the public authorities, and charge a reasonable fee geared to the means of those who use them. Some local health authorities also keep a list of people (so-called child-minders) authorized to accept a limited number of children for paid day care. Some low-cost housing in the U.S. includes a day-care centre as part of the complex, and private enterprise is experimenting with the construction of flats with such centres built in. On a national scale, legislation passed in 1962 authorizes the grant of federal funds to the states for child day-care.

Older children are usually less well provided for, though efforts to improve the situation are being made. Scandinavian countries have spare-time centres, play centres for after school, family day-nurseries (private homes, approved by a Child Welfare Committee, which accept children).

3. Adjustment of shopping hours. Most big cities in such countries as the Netherlands, Sweden, the United Kingdom and the U.S. have at least one night a week on which stores are open till 9 p.m. (Some supermarkets in the U.S. are open that late every night except Sunday.) But there are still many services—banks, local administration, hairdressing shops, post offices, etc., whose hours

are those normally worked by people in industry. Dr. Klein suggests the extension of such services to non-working hours, possibly through use of part-time workers.

Society has a need for well-trained female personnel in many skilled and professional occupations, concludes Dr. Klein. Greater opportunities for employment are matched by increasing numbers of women seeking work. In doing so women are not merely responding to the current conditions of the labour market but are acting because of personal motivations in which economic, social and psychological elements intermingle. In other words women have become available for employment not only because they are needed but for potent reasons of their own which include the desire to raise their living standards, the wish to use their abilities, to widen their mental horizons and to meet people. Adjustments of the kind recommended are both necessary and practicable and would help remove obstacles to carrying out a dual role. It is in the public interest to enable women to assume activities outside the home without being forced to neglect either their domestic or professional responsibilities or being unduly burdened by them.

800 Delegates Attend 36th Annual Meeting Of Canadian Chamber of Commerce in Toronto

Many recommendations approved by Canadian business men who took part in the meeting that was planned as an introspective study of the relationship between business and the community

"Business and the Community" was the theme adopted for the 36th annual meeting of the Canadian Chamber of Commerce held in Toronto from September 27 to 29.

Over 800 delegates representing Canadian business were in attendance at the conference that was planned as an introspective study of the relationship between business and the community.

More than 50 recommendations were approved; a research report, based on interviews with 2,200 Canadians, was presented; and Major-General R. H. Keefler of Montreal, was elected president, succeeding A. J. Little of Toronto.

The keynote address was delivered by Mr. Little. Other speakers included William Dodge of Ottawa, Executive Vice-President, Canadian Labour Congress; Maurice P. Finnerty, Mayor of Penticton, B.C.; Herbert H. Lank of Montreal, Chairman of the Board, Dupont of Canada Ltd.; N. R. Crump, Chairman and Chief Executive Officer, Canadian Pacific Railway Company; J. M. Keith, Montreal, Vice-Chairman, Executive Council, The Canadian Chamber of Commerce, and President, Imperial Tobacco Company of Canada Ltd.; Jean Drapeau, Q.C., Montreal; Robert P. Gerholz, President, Chamber of Commerce of the United States, and Claude Ryan, Montreal, Editor of Montreal's French-language daily "Le Devoir".

A. J. LITTLE

Mr. Little said the Chamber of Commerce accepted the responsibility of acting as the voice of business and is continuing to be extremely active in this area. "As businessmen we all have a duty, as well as the right, to formulate and express our own views and opinions. Indeed, if we do not do so, we are not assuming our proper share of responsibility for keeping Canada prosperous," he said.

Turning to the national scene, Mr. Little said it seemed to him that business must actively seek improvement in labour-management relations. "Surely it would be economic absurdity to sustain over a long period the costly, disruptive and unhappy strikes that we have seen over the past 12 months. This is not good for labour, it is not good for management, and it is not good for the economy as a whole.

"Surely there must be a better way of ensuring that labour gets a proper share of the fruits of production, always having regard to the productivity of labour and the real contribution which it makes. There must be some solution. Surely, too, it is unthinkable that the people of Canada should suffer because of a strike of vital public services such as the postal service.

"The time has come when Government should take forthright action to provide means by which proper, fair, and sensible solutions can be found to disagreements in this area, and business should press for such action."

He said business also must make sure that it adopts a national and not a regional viewpoint in its forward planning. "We must make sure that in our zeal to promote trade and industry we do not permit our provincial Governments to adopt policies or legislation

which could have the effect of setting one province against another to a point where inter-provincial commerce is restricted. Anything that tends to lessen the free and active flow of goods between provinces could be as serious for our economy as a reduction in foreign trade."

Mr. Little said that while some business people were not happy with some Government policies, and are critical of the interference by Government in industry, they are grateful for the interest and the activity of all levels of Government in trying to increase the productive effort of the country, and the standard of living.

In spite of any criticism and in spite of any disagreement with Government, Mr. Little said he found everywhere the general feeling that Canadian industry, left to itself, can progress and expand and provide the growth that will be necessary in the years to come.

Foreign Trade

The first report of the Economic Council of Canada, he said, points up with great clarity the course that our foreign trade must take over the next five years if the economy is to achieve the goals set for it by 1970.

"We must increase very substantially our export business," Mr. Little continued. "This is going to be necessary, first of all, to take up the productive capacity that will be available in an expanding economy, and it will be essential also to increase our exports to meet the cost of our imports." He said that Canada, possessing vast resources and productive capacity, must become a world trader on a grand scale if "we are to attain the standard of living which we would all like to see."

Turning to the general field of welfare expenditure, Mr. Little said there had been misunderstanding and even misrepresentation of the position of the Canadian Chamber of Commerce in respect to welfare. "There is probably no other organization in our country that has worked as hard over the years, both nationally and at the local level, to make sure that the people are properly looked after," he said.

"It is clearly the policy of the Chamber that no person in this country should go unfed or unclothed or without work. While it is a responsibility in which industry must share, nevertheless it is a prime obligation of the Government to make sure that such people are properly looked after. At the same time, it is our belief that people should be put in a position where they are able to look after themselves.

"This means that our young people must be properly educated, many who are now at work must be retrained, and steps must be taken to promote industry and to prevent unemployment. Given these conditions, with stability of prices, it should be possible for the people of this country to look after themselves, and it is certainly my belief that this sort of independence makes for a strong individual and a strong nation."

He said the Chamber of Commerce has been concerned about education and training. "With the tremendous number of young people coming into the work force, and with the nature of jobs changing so quickly, we think that more education and more on-the-job training and retraining is going to be necessary to keep a reasonable level of employment.

"We think that efforts in this direction should take high priority over universal welfare schemes which are not designed to benefit the indigent and the needy people, but are designed to cover all the people of the country, whether they need it or not, and whether they like it or not."

Mr. Little said in conclusion that the Chamber of Commerce was concerned that "there is no evidence that the Governments have taken the same interest in the Economic Council report that business has taken. Unless it does take this interest, unless it does pay attention to this blueprint, the work of the Council will be lost."

WILLIAM DODGE

Mr. Dodge criticized the role business is playing in community affairs. He said business is not fulfilling its responsibilities toward the community.

"Perhaps I can answer all the questions about labour's willingness to participate in joint action on community programs with one quick statement—all you have to do is ask us," he said. Mr. Dodge pointed out that labour organizations participate now in every conceivable type of public body at all levels of Government and, "with respect to their activities, feel that unions have a special responsibility to represent the public interest."

He said business must answer to the fact that "with power goes responsibility." This also applies, he said, "to all those groups and enterprises which have been granted or have pre-empted the right, in a private enterprise economy, to exploit the public domain—the natural resources, the means of communication and transportation, the services of organized communities, and the needs of people for food, clothing and shelter.

"I am talking here about the institution of private business. The rights enjoyed by business have been ceded to it, either deliberately or by default, by the general public, and it is, I hope you will not mind my reminding you, quite within the realm of possibility for them to be taken away again."

Mr. Dodge said he did not wish to be unfair, and admitted that many businessmen see business as having a responsibility toward the public, and accepting it.

As examples, he cited the financing for such organizations as the Canadian Institute of Public Affairs, the Canadian Institute of International Affairs, the Canadian Welfare Council, the Canadian Trade Committee and the Canadian-American Committee.

In one specific reference, Mr. Dodge paid tribute to Jack Leitch, president of the Upper Lakes Shipping Company "for taking losses amounting to millions of dollars in the fight, side by side with the Canadian Labour Congress, to rid the country of Hal Banks.

"It doesn't happen very often, but it does happen," he said.

Slum Clearance

Turning to slum clearance and urban redevelopment, Mr. Dodge said he found it difficult to understand why business did not give high priority to such matters. "Slum housing is bad economics and so is poor city planning. Quite apart from the costs in terms of crime and crime prevention, health and sanitation, the direct impact of housing construction on the production and sales of materials and equipment that go into home construction is enormous.

"Of additional importance is the indirect economic impact of such housing construction activity in generating logging, mining and other production of raw materials that go into the making of building materials and equipment for housing construction.

"New housing construction, reinforced by the construction of essential community facilities, also generates an additional variety of outlays, such as street paving, installation of sewers, water, gas, electric and telephone lines, as well as the necessary construction equipment, including dump trucks and bulldozers for work at the construction sites and gasoline, batteries and tires for their operation," he said.

Mr. Dodge said that in 1916, the National Association of Home Builders in the United States estimated that 10,000 new homes generated a market for materials producers and suppliers of $50 to $66 million. It also estimated, he said, that construction of 10,000 homes represented roughly 20,000 man-years of employment.

A further economic impact of new housing construction, he said, comes from consumer expenditures made by families at the time of initial occupancy of new homes.

"Another reason why it is imperative to get promptly under way the strategic programs for urban redevelopment and growth is that these programs lie at the heart of the drive against poverty on which our nation has embarked," he declared.

"Slums breed poverty and poverty breeds slums. The community which embarks upon an effort to clear its blighted, run-down areas and redevelop them into modern, well-planned, pleasant neighbourhoods, is the kind of community business should support with all its vigour.

"Among the opportunities such a concerted community effort opens up are new opportunities for skill training and for employment which, in turn, bring better living standards within the reach of people previously disadvantaged.

"A good society can only flourish in good homes, good neighbourhoods and, for urban dwellers, only in good, well planned, well provided and well equipped cities and towns, well designed for modern, creative and productive living.

"If it is a challenge you are seeking, it must surely be to provide modern living conditions for all Canadians. Slum clearance and urban redevelopment are surely among our most urgent problems. Unhappily, I see very little disposition on the part of the business community to join in this kind of campaign," said Mr. Dodge.

MAURICE P. FINNERTY

Mr. Finnerty said that the quick transformation of Canada from an agricultural to an industrial economy began during World War II, and that the complexities involved in such a rapid transformation necessitated new concepts of governmental functions.

"As pointed out in the first report of the Economic Council of Canada, 'modern Governments have long since assumed the role of counter-weighting the economy when the private sector forces of demand and supply, particularly of labour, are out of balance'," he said. The result has been an increase in the activity of all levels of Government in all economic decisions.

He pointed out that the new federal programs of incentives to industry in certain designated areas has as its purpose the creation of employment, and the decentralization of industry to those areas whose economy has not been keeping pace with the national average.

"While these are the stated objectives of the program, if they were the only considerations, the simple solution would be to move the people to where the jobs exist," he said. "I suspect that the real concept is to decentralize people, not industry, and in social planning, this may well be the proper way to avoid the social consequences of metropolitan concentrations; but I think we should understand the real motivation of this type of program.

"The recent revisions to the federal ARDA program (Agricultural Rehabilitation and Development Administration) which started out as principally a legislative program of technical and financial aid to rehabilitate agricultural lands through development of irrigation, has now become a blueprint for regional development and a tool to be used in the war on poverty. The paramount long-term benefit will be rural, regional economic development, and while no one disputes the objectives of the program, it is in every concept, social planning."

Mr. Finnerty said he was not opposed to the steps being taken to remake the community, the province, and the country into a better place for Canadians, and he heartily endorsed both the objectives and the methods of most of the programs. He said businessmen should understand this better and should play a more important role in making the decisions.

"In my opinion," he declared, "the business community should exercise enough influence on Governmental decisions so that both the public sector and the profit sector can simultaneously be developed together to bring about a high standard of living, equality of opportunity, and the requisite social benefits so that Government and business can together create a nation with a social conscience, a healthy economy, and a national pride."

HERBERT H. LANK

Mr. Lank said that business is assuming an increasingly active role in its day-to-day relationships at local levels. "Of even greater importance to the long-term well-being and development of Canada as a whole is the need for more common approaches to common problems at more senior levels," he said. "To do that we must develop more fully an appreciation of how closely allied are the objectives of the various sources of influence in a modern industrialized society.

"If we have done any growing up at all in recent years, we should know that there is little to be gained by business, by government, or by organized labour, in perpetuating the worn-out, chip-on-the-shoulder, hostile attitudes of the past.

"The affairs of business and governments and labour and education, overlap at every turn. I don't think anyone could seriously dispute that business and governments have a definable, mutual interest in wages and prices, unemployment and poverty, education at all levels, science and technology, and social security. . . ."

Mr. Lank said that modern business and industry can properly accept much of the credit for the giant strides made by technology during recent decades, and he asked: "Should it not also help resolve the accompanying difficulties and complications?"

The spectacular advances are just the top of the technology iceberg, he continued. Their benefits have been manifold, and so have been the social consequences. The direction of millions of lives has been altered, but not always for the best.

"It's not difficult to trace many of our current social problems directly back to the applications we have made of increased scientific and technical knowledge.

"The shortening of the work week and the attendant growth of leisure, an aging population resulting from our improved life expectancy, the necessity of geographic and job mobility, the need for new and better educational training and re-training facilities, the creation of economic backwaters, are but a few of the serious problems raised.

"It would be illogical to suggest that business must accept blanket responsibility for these and other profound social changes. But, it cannot back away from them completely either, first because it has helped create the problems, and second, because some kind of unilateral government action would be inevitable. What business must consider for its part, is who can act best in particular situations—business, government, labour or some combination."

Mr. Lank concluded by saying that the voice of business is of immense national importance. "Fundamentally it is the voice of the nation's productive resources upon which is founded the security, prosperity and happiness of all Canadians."

N. R. CRUMP

The environment for Canada's exports to her traditional markets of the U.S., the U.K., and Western Europe should be favourable for most of the balance of the decade, but labour inflexibility and narrow management policies may impede future growth, said Mr. Crump.

He suggested that there are forces at work in the Canadian economy that may lead to the erosion of the country's economic edge in the international market. Available data "strongly suggests that wage increases have seriously outstripped productivity improvement thus far in 1965" and are of serious concern in a competitive world. "Our performance in costs and productivity has worsened in relation to that of the United States, and probably in relation to that of other countries as well."

Mr. Crump said one reflection of the situation is that merchandise imports have increased at a significantly greater rate than merchandise exports so far this year.

"A large measure of responsibility for this situation, and for the disastrous effects which it can have on our potential future growth, may be attributed to labour," he added. "We have been plagued for several months by

strike after strike in all manner of industries, including those of an essential and semi-essential nature."

He said 1,200,000 man-days were lost through strikes in the first six months of this year, twice the loss of 1964. "Imposition of the minimum wage of $1.25 in federal companies is resulting in further substantial increases in labour costs.

"We have an excellent illustration available of what happens when labour costs are beyond the capacity of industry and the economy to support. I refer to the United Kingdom."

According to Mr. Crump, the current British economic difficulties are largely the result of labour's inflexibility in adopting new methods and technology and its determination to increase wages regardless of the economic costs to the country.

Guide Lines

"In recent years," he added, "many countries have adopted a form of income or wage control which has provided guide lines for wage increases in relation to productivity improvements. There are many disadvantages with a system of this sort and I do not advocate it for Canada.

"There is no doubt, however, that the strike has outlived its usefulness in most sectors of the economy, and that, surrounded with legislation which now exists in the labour field, it provides far too much power in the hands of labour, to the prejudice of the interest of the nation as a whole.

"Recent developments thus far in 1965 are a most serious cause for concern on the part of all Canadian businessmen, and should equally be a cause for serious concern on the part of Government and labour.

"The need for rapid productivity improvement is, I think, recognized by most groups in Canada. The Economic Council concluded that a rate of productivity improvement of some 2.5 per cent annually is attainable. This improvement will not be attained unless there is the utmost in flexibility to permit resources to readjust their employment, and unless we have indeed a high education, high resource mobility, high research and high innovation economy.

"These things add up, coupled with restraints in wage and welfare measures, to a highly competitive economy. I am seriously concerned over our ability to achieve those things which are requisite to attainment of an effective competitive performance, and thus to our continued growth," Mr. Crump said.

Canada's exports to Japan have increased from $73 million in 1950 to $330 million in 1964 and during the same period Japan's exports and imports increased from 2 per cent to 5 per cent of all world trade, he declared.

"At the present time Canada's facility to attain its full potential is being impeded by the fact that wages are rising at a far greater rate than productivity is improving—thus seriously affecting the competitive position of the Canadian economy. It would be tragic indeed if we fail to grasp the bright opportunities before us by the pursuit of narrow policies."

J. M. KEITH

Mr. Keith told delegates that the Chamber of Commerce will have to make clear that the real objectives of business are "being for progress and for the people, instead of appearing to be against Government, against labour, against much that is considered progressive in our society."

He said "misconceptions, misinformation and plain ignorance are rife" and a concerted program of education is indicated. "In all of this, it will be important to go beyond merely expressing the point of view of business.

"Business must be ready to align itself in our society, along with other segments such as labour and Government, and to provide information regarding the functions and roles of each, and of how co-existence can be most effectively achieved with the maximum benefit for all," he said.

Mr. Keith told delegates that business appeared to have been an amateur in the art of communications and that it had failed to present its objectives and goals so that they could be understood and accepted by the general public.

He urged that businessmen in Canada's second century act as leaders outside their business as well as inside. "We must demonstrate that the interests and objectives of Canadian business (and of the Chamber movement) are in complete harmony with the highest aspirations of all Canadians.

"The primary task of Canadian business is to identify itself with the struggle for these aspirations and to give active leadership, in co-operation with Governments, and other organized groups, so that the public will look to business for leadership and not always to Governments.

"To the extent that all those public aspirations are not attainable at the same time, Canadian business should have a strong voice in determining the priorities, and in persuading politicians and people alike that all desired objectives cannot be reached at one time. The aim should be to accentuate the positive and to provide strong support in achieving common goals."

All Canadians Affected

The series of business conferences dealing with the annual review of the Economic Council of Canada, sponsored by the Canadian Chamber of Commerce and a number of

members of Boards of Trade, were widely acclaimed, Mr. Keith continued.

They were important, he said, because the subject affected not only every business, but every Canadian, and the Chamber was trying to arouse widespread recognition by Canadians as well as by business of the importance to them of "Goals for 1970".

"Business was seen," he said, "as 'taking time out' to concern itself with things that matter to all our citizens, not just to business."

He referred to his earlier statement that "The public must be told what's in it for them" and declared: "In this case, jobs, a higher standard of living, personal freedom and prosperity for all Canadians. It would seem that we must do more of this in the days ahead with the emphasis on 'what's in it for all Canadians'."

Mr. Keith said members were asked in a survey to say whether they thought the Chamber should step up or devise new plans to work closely with teachers, and whether they thought more priority should also be given to working with students.

"The answer was quite positive," he said, "since from hundreds of replies we received an 80 per cent 'yes' to working with teachers, and a 70 per cent 'yes' in regard to working with students. This seems quite a logical answer when we remember, as the Economic Council of Canada pointed out, that in the 1960s ten times as many young people, age 20 to 24, will enter the labour force as was the case in the 1950s.

"I believe that if you will take 1961 census figures, showing the number of Canadians under 25 years of age, and estimate conservatively the population increase, immigration and emigration, deaths and births, you will find that today there are as many young people in Canada, 25 years and under, as there are people over 25 years of age.

"Communicating with teachers, and with students, seems to be a priority project."

Canadian Attitudes

A research report, prepared by a marketing research firm and based on interviews with 2,200 Canadians from coast to coast, was presented to the annual meeting.

Chief findings included:

—business was thought to make a net profit on sales of 19.3 per cent, compared with an actual after-tax profit in 1962 of 2.7 per cent;

—business taxes were put at 23.5 per cent of profits, against the actual figure of 40.8 per cent;

—the privately-owned Canadian Pacific Railway was thought by 29 per cent to be Government-owned.

—Canadians appear to favour more Government ownership and control over the economy, and less influence by business on Government.

Delegates approved more than 50 recommendations including those saying that:

—more emphasis be placed on the teaching of a second language, as long as it is French or English, at both the primary and secondary school levels;

—all deputy ministers in the federal civil service should be bilingual, and ". . . where this objective cannot be immediately achieved, there be appointed an associate or assistant deputy minister who is bilingual";

—the federal Government should increase its financial support to private enterprise to carry out research on development of northern resources;

—the development of better communication between industry and vocational and technical schools should be encouraged by requiring students to participate in practical training as part of the curriculum during their graduation year; and

—efforts to attract specially skilled immigrants to Canada should be made by employers.

Impact of Winter on the Canadian Worker

Almost two out of every three persons subject to seasonal unemployment in Canada are attached to comparatively small but highly seasonal industries, new Departmental report says

Nearly two out of every three persons who are subject to seasonal unemployment in Canada are attached to the comparatively small but highly seasonal industries. These industries are construction, agriculture, forestry, and transportation—especially by water. The largest single contributor to seasonal unemployment is the construction industry, which accounts for more than a third of all workers who are seasonally unemployed in winter, although the industry employs only 8 per cent of the total work force.

These facts are brought out in a new bulletin published by the Department of Labour under the title: *The Impact of Winter on the Canadian Worker—An Examination of Seasonal Variations in Employment and Unemployment in Canada*. The pamphlet was prepared in the Economics and Research Branch of the Department by R. B. Heatley, under the direction of Gil Schonning, Assistant Director of the branch.

"The pamphlet is concerned with certain economic problems associated with seasonal unemployment, the extent of seasonal variations in employment and unemployment in Canada and its five regions, and with the characteristics of the seasonally unemployed workers," says the foreword to the publication. "Some of the steps taken to reduce their numbers, and some of the problems associated with finding a long-term solution to seasonal unemployment are also discussed."

Extent of Seasonal Unemployment

On the average, during recent years, about a quarter of a million people have been unemployed in Canada during the winter, the bulletin says. Besides those unemployed as a direct result of the cold weather, the reduced demand for certain types of materials and equipment, consequent upon the lessened activity in the industries directly affected, leads indirectly to further unemployment.

Some kinds of work, such as fishing and the growing of field crops, become impossible in winter. In other cases, year-round production is possible, but operating costs are higher in winter. This matter of increased costs accounts for a large decline in output during the winter, especially in the construction industry.

The total effect on employment of the seasonal decline in economic activity during the cold weather is that only nine jobs are available in winter for every ten open in summer. "This is equivalent to an employment decline in winter of about 600,000 from the peak summer level. This figure, however, includes people who have no urgent need or desire to work in winter. Many people prefer to work only in summer. Students, for example, are always eager to obtain summer employment . . . others earn an adequate income in the summer months (often by working many overtime hours) with the intention of not continuing in winter employment."

But "of the 600,000 persons who cease to be 'employed' in winter, not all become 'unemployed'," the bulletin points out. In the ways such as those described in the previous paragraph, "many, in fact, withdraw voluntarily from the labour force." Persons who, although not working, are not "available" for work, are not considered to be in the labour force, and consequently are not considered to be unemployed. This is one of the reasons why the number displaced from work during the winter is much larger than the number who become "unemployed."

"Certain categories leave the labour force and the result of this withdrawal represents an overall drop in the seasonal index of the labour force of approximately 5 percentage points. Based on an average labour force of about 6.6 million, this means that about 330,000 of the 600,000 persons laid off in winter do not continue to be available for winter employment. This leaves about 270 persons who are available for winter work and are considered as seasonally unemployed.

"This figure tends to overstate the 'real' volume of seasonal unemployment, since it was computed during a period of recovery rather than one of full employment. During a period of full employment, it would more properly be assessed at close to 200,000. For the purposes of the present analysis, however, the extent of seasonal unemployment may be estimated at about 250,000, or roughly 4 per cent of the current labour force."

What Workers Are Affected

An examination of the numbers of males and females among the employed and the seasonally unemployed, the pamphlet says, "makes it quite clear that seasonal unemployment is essentially a male problem . . . relatively few women work in seasonal industries, and those who do tend to leave the labour force in the off season." Not only do "men

vastly outnumber women in the work force," but, "while the seasonal index of male employment drops by about 11 per cent in winter, the seasonal index of female employment drops by only 5 per cent."

In considering the type of workers who are most subject to seasonal unemployment, the pamphlet points out that "the occupations closely associated with the industries which are most sensitive to the winter climate are generally more affected than those attached to the non-seasonal industries. This supports the view that seasonality is chiefly linked to industry.

"Evidence indicates that approximately one half of the seasonally unemployed workers are attached to construction, primary and transportation jobs; and another 25 per cent are engaged in general labour, mostly in unskilled construction work. These occupations account for about 50 per cent of seasonally inactive workers (plus a majority of the unskilled), and the total work force in the industries from which they come accounts for less than 30 per cent of workers in all industries.

"On the other hand, over 40 per cent of the work force is employed in 'white-collar' occupations (the managerial, professional, clerical, communication, commercial and financial occupations), yet only 10 per cent of the seasonal group are so engaged. Similarly, workers attached to manufacturing and service occupations are less prevalent among the seasonally unemployed than among the employed. . . ." But because of the size of this group, these occupations—white-collar, manufacturing and service—account for over 25 per cent of the seasonal group.

"Within each of the broad occupational groups, there are certain specific occupations which are more predominant among the seasonally unemployed than others. . . . This predominance is sometimes caused simply by the large number employed. Carpenters, for instance, are numerous among the unemployed construction workers; but this is mainly because carpenters form a large group of employees in that industry.

"Seasonally unemployed primary workers largely consist of loggers, bushmen and those in other related lumbering occupations." The bulletin points out, however, that fishermen and farmers, who are numerous, tend to leave the labour force in winter; in other words, they do not look for other work, and are therefore not considered to be unemployed.

"Among the transportation workers who seek work in winter, those associated with inland water transportation (i.e. seamen, longshoremen, etc.) are very prominent. On land, taxi, truck and tractor drivers are prominent because of the drop in the winter demand for their services. In manufacturing, those associated with food, tobacco, stone, clay and sheet-metal products are more seasonal. Among service occupations, the workers most subject to seasonality are cooks and kitchen employees.

"Finally, it has been observed that there are few white-collar workers among the seasonally unemployed. This is because office work, whether in a seasonal or non-seasonal industry, is comparatively insensitive to climatic influences. . . . Professional and managerial occupations are least susceptible to seasonality."

Although seasonal unemployment is mainly associated with certain industries, it is also more prevalent in certain parts of Canada than in others. Ontario is least subject to it, largely because it is a centre of manufacturing industry, which in the main is not greatly affected by climate. Quebec and the Atlantic provinces are the most subject to seasonal unemployment because they are more dependent on seasonal industries.

". . . a disproportionate number of seasonally unemployed workers are concentrated in Quebec and the Atlantic provinces. These two regions, with only 36 per cent of the total work force, account for over one half of the seasonally unemployed. This is in contrast to Ontario which has 37 per cent of the work force, but only 21 per cent of the seasonally inactive; and to the Prairie and Pacific regions, where the amount of seasonal unemployment is proportionate to the size of the respective work forces."

Regional Differences

The availability of other work also helps to explain regional differences in seasonal unemployment. In Ontario, some of the workers laid off in one industry can find work during the winter in another. In the Atlantic provinces, however, the workers laid off in the seasonal industries are often far from places where other work might be found.

"Another factor that has a bearing on the regional volume of seasonal unemployment is the annual income level, both of the worker and of the other members of his family. Other things being equal, it is likely that the higher the level of income, the less incentive there is to seek alternative work for short periods of layoff. . . . In Ontario, total personal per capita income is substantially greater than it is in the Atlantic region. Thus, Ontario workers should be relatively less active in seeking alternative work in winter. . . ."

Besides the greater number laid off, there is no doubt that the layoff season is considerably longer in the Atlantic region than it is in Ontario, the bulletin says. This is so in agriculture, because of the shorter growing

season in the Maritimes; and this tends to affect other industries also. "In the Atlantic region, for example, workers engaged in inshore fishing have tended . . . to rely upon a second source of income, usually farming or logging. Recent developments in technology have made it more profitable for a man to concentrate on only one of these seasonal industries and more difficult to participate in two or more of these activities, as in former years."

The bulletin says that "it is largely the middle-aged worker who becomes seasonally unemployed." It said that, "while 57 per cent of employed workers are between the ages of 20 and 44, 65 per cent of the seasonally unemployed are in this age group." Workers above the age of 45 "are represented among the seasonally unemployed in proportion to their strength in the work force (33 per cent)".

"However, younger workers, those from 14 to 19, are conspicuously absent from the seasonally unemployed. This would seem to conflict with the generally known fact that younger workers exhibit the highest unemployment rate in winter. But they also have the highest unemployment rate in summer, and thus the difference between the two (seasonal groups) is smaller than is the case for other age groups. The reason it is smaller is that the bulk of workers between the ages of 14 and 19 are students who leave the labour force in winter to return to school."

Stimulation of Winter Employment

In a chapter on "Efforts to Stimulate Employment in Winter," the report outlines the measures being taken by government to reduce seasonal unemployment.

"In recent years, governmental and other organizations have taken steps to reduce the burden of seasonal unemployment by providing financial assistance, and by increasing the number of jobs available in winter." It instanced the "Do It Now" campaign, and the way in which governments have been arranging to carry out as much as possible of their own construction and maintenance work during the winter.

It says, however, that "although these programs have helped to reduce the wastage of manpower that occurs in winter, seasonal unemployment still persists as a serious problem. . . . There is no simple solution."

Measures taken by the federal Government to reduce winter unemployment are enumerated. These include the Municipal Winter Works Incentive Program, the Government Winter Construction Program, the Winter House Building Incentive Program, and encouragement of the use of NHA Home Improvement Loans and Farm Improvement and Small Business Loans for work during the winter.

"These measures, particularly the incentive program, have helped substantially in sustaining employment in the otherwise very seasonal construction and related industries," the pamphlet says. On the other hand, besides pointing out that fishermen in the Atlantic provinces who formerly had another source of income, such as farming or logging, now concentrate on fishing it also draws attention to the fact that when horses were used in logging, "snow was actually regarded as an advantage in hauling logs".

"This tended to reduce the overall seasonal variation in employment by providing winter jobs for farmers and other persons who were 'displaced' by the climate. Following the introduction of trucks and tractors, however, snow came to be regarded as an obstacle, and hauling operations were shifted from winter to the preceding fall. Consequently, the loss of these winter jobs has intensified seasonal employment problems in Eastern Canada."

In summarizing the winter unemployment situation, the pamphlet says, "While it is difficult to measure precisely the influence that these government programs have had on reducing winter unemployment, there is considerable evidence to suggest that they have been quite effective. As previously mentioned, a number of factors work positively or negatively to alter the magnitude of the seasonal problem.

"Thus, apart from campaigns and incentive programs, the relative increase in industries with year-round stability (e.g. the service and manufacturing industries), together with a relative decline in the primary industries, tend to reduce the problem. Conversely, the logging industry has shifted most of its activity from winter to summer and fall, and certain highly seasonal transportation facilities are expanding, thereby aggravating seasonal unemployment in these sectors.

"An underlying but very important factor, which largely works to reduce the seasonal problem, is that of technological advance. It is true that the initial impact of technological change in the logging industry was to shift activity away from the winter season; but, in the long run, the trend seems to be towards making employment in this industry fairly stable the year round.

"The construction industry has benefited greatly from technological change by making it possible to carry on most activities throughout the winter. This, plus better year-round planning and government incentives, are combining to make it an increasingly attractive year-round industry in which to work."

One point made by the bulletin is that measures to reduce seasonal unemployment are especially important when general economic activity and employment are high. "When employment in both summer and winter is abnormally low," it says, "measures must be taken to stimulate total annual employment. To stimulate only winter employment under such conditions could have an adverse effect on the level of summer employment."

Seasonal unemployment in the primary industries is more difficult to reduce than in the construction industry, because the obstacles set up by the cold weather are more serious, the bulletin says. "A long-term solution may involve the re-shaping of the labour force so that some of the least productive primary workers would be helped to find jobs in non-seasonal industries, while others would be provided with transferable skills to enable them to shift to other industries which could absorb them in winter. . . .

"But, in general, expansion of employment in the non-seasonal (varied manufacturing, trade, finance and service) industries relative to the seasonal ones will tend to cut down the volume of seasonal unemployment effectively. . . ."

Finally, the pamphlet says that the solution of the problem of winter unemployment cannot be made the responsibility of any single government. "In essence, the solution to the overall problem appears to lie in the sustained promotion of a common understanding, at individual and national levels, that the rhythmic changes of seasonal unemployment can be readjusted, to the advantage of the economy and of everyone in it."

Safety and Health Legislation Enacted in 1965

Five provinces pass safety and health legislation in 1965
Ontario makes most extensive changes, revising Operating Engineers Act and amending three other safety statutes

Five provinces enacted safety and health legislation at the 1965 sessions of the Legislatures.

The most extensive changes were in Ontario. The Operating Engineers Act was extensively revised to bring the statutory requirements into line with modern technological practices. Amendments to the Trench Excavators' Protection Act, the Construction Safety Act and the Elevators and Lifts Act strengthened enforcement procedures.

Manitoba enacted a new general safety law, the Employment Safety Act, and added provisions respecting mine rescue stations to the Mines Act.

Nova Scotia replaced its Factories Act by a new statute, the Industrial Safety Act.

In Quebec, the Mining Act was revised, changing the minimum age for employment in mines.

Saskatchewan amended the Passenger and Freight Elevator Act.

ONTARIO

Operating Engineers Act

The Ontario Operating Engineers Act, 1965, which will come into force on proclamation, represents the first major revision of the legislation governing the operation of steam boilers, compressors, refrigeration equipment, air conditioning units and hoisting plants since 1953. The new Act is designed to bring the statutory requirements into line with modern technological practices. In particular, it takes into account the advances in automatic firing; which, in turn, have been responsible for the introduction of interlocking safety devices.

When introducing the bill, the Minister of Labour reviewed the various steps taken within the past five years to bring the Act into line with modern conditions. It was first examined by the Royal Commission on Industrial Safety (the McAndrew Commission), which recommended that an independent board of review be established to determine appropriate amendments to the Act consistent with modern industrial equipment.

Implementing this recommendation, the Ontario Government in June 1962 appointed a special committee to review the Act in detail and to suggest improvements. After hearing some 28 briefs, the committee submitted its report in June 1963.

On the basis of this report, together with representations made to the Department, a bill similar to the new Act was introduced in 1964 and given second reading. After being referred to the Standing Committee on Labour, Legal and Municipal Bills, it was held over to enable the Department to consider the briefs received.

In the revised Act, the principal change is that a new standard for measuring the capacity of boilers, compressors and refrigeration equipment has been introduced. Because

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it was not considered a true enough gauge of power output or possible intrinsic hazards in the operation of plants, the present horsepower basis of rating has been abandoned in favour of a therm-hour rating. In order to effect a satisfactory transition to a more up-to-date system of control, the Act includes a formula for translating horsepower ratings of existing plants into the new therm-hour rating basis.

In line with the change in the method of rating, corresponding changes have been made in the provisions setting out the classes of operating engineers and operators required for the various types and sizes of plants. Instead of six classes of operating engineers, the new Act provides for four—stationary engineer (fourth, third, second or first class); provisional stationary engineer (fourth, third or second class); hoisting engineer; and steam-hoisting engineer.

Operators, as before, are classified as compressor operators or refrigeration operators (B or A class).

As formerly, the Act sets out the classes of plants that holders of the various grades of certificates may operate.

Another important new feature is the provision for a board of review composed of a chairman and an equal number of representatives of plant users and operating engineers. This change was recommended last year in the brief submitted by the committee for the protection of the Operating Engineers Act.

The main task of the board of review will be to advise the Minister of Labour as to the effectiveness of the legislation and to suggest changes that should be made in the Act and regulations, in the light of new techniques and equipment. It will also be required to advise the Minister, management and labour on problems relating to the training and employment of operating engineers and operators.

Implementing recommendations made by the McAndrew Commission and the special committee, the Act made some changes in administration. The present Board of Examiners is to be retained, but its duties have been changed. Its main concern will be the examination of applicants for operating engineers' and operators' certificates. The chief officer is to be responsible for the administration and enforcement of the Act, subject to the control of the Minister.

To make the legislation more flexible, matters such as qualifications of applicants for certificates, and terms and conditions of operation of plants or special types of equipment, are to be dealt with by regulation.

Construction Safety Act

The amendments to the Construction Safety Act, 1961-62, are intended to strengthen and broaden existing safeguards with a view to reducing construction hazards and the frequency of accidents.

Construction projects on farms, previously excluded, have been brought under the Act, except work done by the farmer himself with or without the assistance of his farm help. On the other hand, shafts, tunnels, caissons and coffer dams have been excluded, as these specialized works are governed by regulations under the Department of Labour Act.

The employment of persons under 16 years in active construction work is now prohibited. Fifteen-year-olds may, however, be employed in such parts of a construction site as may be designated in the regulations.

The duties of project owners, general contractors and subcontractors are spelled out in greater detail than formerly. A constructor (the term includes an owner who contracts to have work done or who undertakes work himself, as well as a contractor) is obliged to make sure that the required equipment, materials and safeguards are provided, that they are maintained in good condition and used in the prescribed manner. It is also his duty to take every reasonable precaution to ensure the safety of all persons employed on the construction project. A subcontractor is similarly responsible for the maintenance of safe working conditions in the part of a construction project under his direct control.

The legislation will continue to be enforced by municipally-appointed inspectors in specified municipal areas and counties of Southern Ontario, and by provincial inspectors in areas without municipal organization and in municipalities in Northern Ontario with a population of less than 5,000. Local municipalities within a county no longer have the right to set up their own inspection systems, however. The option to withdraw has been removed, giving the counties full authority for inspection activities. The Minister said that this change was made so that "properly viable inspection systems" could be maintained across Ontario.

Some additional controls have been imposed. As before, a notice must be sent to the inspector whenever a building permit is issued. If a municipal building permit is not required, the constructor must now notify the inspector before starting work on a project.

The amended Act also provides for more provincial control over local inspectors. Upon the disposition of each charge alleging a breach of the legislation, the municipal inspector, or the senior if more than one, must send a written report to the Deputy Minister.

In addition to requiring an immediate report of fatal accidents, the Act now makes it compulsory for an employer to notify the chief officer within four days if an employee has been off work for three days or more as a result of an industrial disease, explosion or fire in a construction site.

Enforcement procedures have been further strengthened by an amendment providing for injunctions to force contractors to comply with stop-work orders. Upon the application of the inspector concerned, a judge or local judge of the Supreme Court may issue an order restraining the accused person from continuing the work specified until the final disposition of the charge. A restraining order may be entered and enforced in the same manner as an order of the Supreme Court. An *ex parte* injunction is limited to a period of five days.

Penalties for infractions of the Construction Safety Act have been increased. In addition to the general penalty, a person who fails to comply with a stop-work order is now liable to a fine of $100 a day for each day the offence continues. The maximum pecuniary penalty that may be imposed on a corporation has been increased from $1,000 to $5,000.

Trench Excavators' Protection Act

The Ontario Trench Excavators' Protection Act, which is intended to protect employees who work inside relatively deep trenches, has been amended to provide for more provincial control over local inspectors. New reporting requirements have also been imposed and new rules to guard against electrical hazards have been added.

Local inspectors will continue to enforce the legislation, except in areas without municipal organization, but will be subject to more supervision by the Ontario Department of Labour than formerly. The amended Act provides for the appointment of one or more provincial inspectors to instruct, advise and assist municipal inspectors in carrying out their duties. It also provides for the appointment of a chief officer.

A system of annual returns has also been introduced. Every municipal inspector, or the senior if more than one, must now submit an annual report to his council giving the prescribed particulars. A copy of this report must be sent to the chief officer.

Before work is begun, a notice of every proposed trench must be sent to the inspector. This notice must now give particulars as to the length, as well as the width and depth of the trench. If the trench is to be more than 100 feet long, the constructor must send a copy of the notice to the chief officer.

As a further means of control, provisions requiring the reporting of accidents similar to those in the Construction Safety Act have been introduced.

Another new provision forbids any person to operate a power-driven crane or similar machine over the heads of persons working in or near a trench.

Additional precautions must now be taken to guard against electrical hazards when trenching operations are being carried on near power lines. No person may bring the boom of a crane or any other object within eight feet of an electric power line of more than 750 volts unless he has made sure that the power has been disconnected and the conductors are insulated. (This does not apply, however, to a crane equipped with an automatic device that warns the operator when the boom is within eight feet of a power line, or that is insulated so as to prevent any electrical hazard to the operator or persons in the vicinity).

No person may operate a power-driven crane or similar machine closer than the length of the boom of the machine to a power line of more than 750 volts unless a signalman is stationed nearby to warn him of danger from the power line.

Another amendment makes it mandatory for all persons working in or near a trench to wear protective hats. Formerly, only those working in trenches more than six feet deep were required to wear hard hats.

The prohibition against working alone in trenches has been strengthened. The Act now stipulates that no person may work alone in a trench unless another person is on duty outside the trench in close proximity to the trench excavator.

Penalties for infractions have been increased to bring them into conformity with those provided in the Construction Safety Act.

Elevators and Lifts Act

Amendments to the Ontario Elevators and Lifts Act gave the Department of Labour complete responsibility for inspecting all elevators and lifts in the province. These amendments, which will go into force on January 1, 1966, mark a most decided departure in the method of inspection, which was formerly carried on partly by departmental inspectors and partly by insurance company inspectors. The Minister said this change would enable the Department to introduce certain economies and efficiencies. In line with the new policy, seven inspectors would be added to the elevators branch.

MANITOBA

Employment Safety Act

As the name would indicate, the Manitoba Employment Safety Act is a general safety law with very broad coverage. It applies to all industries in the province, except agriculture, domestic service and mining. It went into force on September 15 and replaced the Construction Safety Act and the safety provisions of the Employment Standards Act.

In line with recent practices, the Act sets out the obligations of employers in general terms. The employer must take all reasonable and necessary precautions to ensure the safety of his employees. He must see that dangerous areas are fenced off and that warning signs are posted. It is also his duty to see that all equipment is provided with proper guards and safety devices. In his day-to-day operations, the employer is required to adopt and practise procedures and techniques designed to prevent or reduce accidents.

The employee is also obliged to assume some responsibility for employment safety. Every employee must take all reasonable and necessary precautions to ensure his own safety and that of his fellow workmen, and he must wear or use the prescribed protective clothing or devices.

An important new feature is the change in administration. The responsibility for the administration and enforcement of the new legislation is vested in the Workmen's Compensation Board rather than the Department of Labour, with the costs to be paid out of the Accident Fund. In explanation of this transfer of authority, the Minister of Labour said in part:

> It would seem reasonable that the agency which levies and pays for compensable accidents should control the accident prevention program. The Board will thus be acting as a guardian of the employers' fund as well as a protector of the employees' rights in this area. We feel therefore that it is reasonable that the Board should, in their total operation, be charged with the reduction of accidents which will in turn ultimately effect a reduction in compensation levies and human suffering.

To carry out its new responsibilities, the Board is authorized to appoint inspectors and may order any piece of equipment to be removed for testing.

Inspectors are authorized to issue written orders to employers requiring them to take remedial action within a specified time or to stop hazardous operations. Written directives may also be sent to employees ordering them to do whatever is necessary to control a danger. To ensure delivery of such directives, particularly on construction sites, the Act sets out in detail the procedures for communicating orders of inspectors to the persons concerned.

An inspector's order may be appealed to the Board, which is required to hold a hearing before denying an appeal in whole or in part.

The importance of research into employment safety and the need to educate and encourage both employers and employees to adopt and adhere to safe working practices have been taken into account in the new Act. The Board is authorized to engage in research in matters relating to occupational safety. It is also empowered to develop and carry out programs to promote safety in employment, either on its own initiative or in cooperation with employers, employees, unions or employers' organizations.

The need for consultation with labour and management in drawing up safety standards is also recognized. The Act provides for the establishment of joint advisory committees to assist the Workmen's Compensation Board in establishing reasonable standards of safety in workplaces and to recommend rules and regulations respecting safe employment practices.

To give the legislation the necessary flexibility to meet changing conditions and technological improvements, specific safety and health requirements are not set out in the Act, but they are to be prescribed by regulation. The Lieutenant-Governor in Council is authorized to make regulations on a broad variety of subjects, including: the adoption and implementation of appropriate safety codes; measures to guard against electrical hazards and industrial diseases and to protect men working in excavations or in compressed air; protective clothing and equipment and machinery guards.

Regulations requiring the approval of equipment and providing for the licensing of employees using certain types of equipment are also authorized.

The reporting of accidents and of statistical data relating to employment safety are also among the matters that may be dealt with by regulation.

Penalties for infractions have been increased. An offender is now liable to a maximum fine of $500 or up to six months' imprisonment or both, and may be charged with a separate offence for each day the violation continues.

Mines Act

A new section dealing with the establishment of mine rescue stations and the training of mine rescue crews has been added to the Manitoba Mines Act.

The Minister of Mines has been authorized to issue a written order requiring the owner, manager or agent of a mine to establish a mine rescue station and to see that it is equipped, staffed and maintained.

If such an order is issued, the mine owner will be responsible for all costs connected with the establishment and maintenance of the mine rescue station. He will also be required to provide training courses in mine rescue work and to see that the designated employees attend them.

On receipt of the Minister's order, the owner, manager or agent, as the case may be, must appoint a mine official or an employee of the mine owner to take charge of the mine's rescue station and to see that all equipment is maintained in good condition. He must also see that the required number of supervisors and workmen are trained in the use and maintenance of mine rescue equipment.

The manager, in turn, will be responsible for supervising all rescue or recovery operations conducted at a mine.

NOVA SCOTIA

The Nova Scotia Industrial Safety Act is designed to ensure the safety and health of employees in modern industrial situations. It replaces the Factories Act, which was last revised in 1947.

The new Act applies to establishments where manufacturing is carried on or where any form of energy, including nuclear energy, is used to move or work any machinery used in manufacturing. Construction sites and other workplaces may be brought under the Act by order in council.

Premises where homework is carried on are expressly excluded, as well as mines, farms, horticultural enterprises and places where poultry or livestock are raised. Other places may be exempted by regulation.

The Act makes it quite clear that the overall responsibility for occupational safety rests with the employer. It states that every employer must keep his industrial establishment in such manner that the safety and health of persons in the establishment are not likely to be endangered. It is also his duty to take such precautions as are reasonable to ensure the safety and health of persons in his establishment. This includes seeing that the provisions of other relevant safety legislation administered by the Department of Labour are observed.

Besides prohibiting the use of unsafe equipment, the new Act forbids any person knowingly to sell or lease any unsafe machine or device for use in an industrial establishment without first disclosing its condition to the person concerned.

To ensure that all industrial establishments are structurally sound, departmental approval of plans is again required, except that the Chief Inspector is now authorized to grant preliminary or conditional approval. Work on a new building or alterations to an existing structure must not begin, however, unless the plans have received final or conditional approval. Before operations start, the owner must see that the building has been inspected by a departmental inspector and found to be safe.

The powers of inspectors have been clarified. The new Act gives an inspector express authority to issue oral and written directives, with provision for an appeal to the chief inspector. He is also empowered to order remedial measures to be taken, or to stop hazardous operations. (In practice, inspectors took such action under the previous Act, but the authority was not spelled out.)

A new feature is that inspectors are now empowered to investigate on behalf of former employees. The Industrial Safety Act expressly states that an inspector may examine persons who were employed in an establishment within the preceding two months.

The new Act does not fix a minimum age for employment in factories, but it forbids an employer to employ a young person in the 14 to 16 age-group without first obtaining his birth certificate. Other matters relating to the employment of young persons may be dealt with by regulation.

The importance of research into industrial accidents and the need to promote occupational safety have been taken into account in the new Act. The Minister is authorized to undertake safety research projects, where appropriate, in co-operation with the federal Government, another province or with any person or organization undertaking similar research. He is also empowered to undertake programs designed to promote occupational safety and health and to prevent industrial accidents.

In recognition of the continually changing nature of manufacturing, the Act does not set minimum standards for workplaces but authorizes the Governor in Council to make such regulations as are necessary to ensure the safety, health and welfare of persons in or about industrial establishments.

Health or welfare matters that may be dealt with by regulation include: sanitation, washroom and toilet facilities, lunchrooms, seats, ventilation, illumination, first-aid supplies, and personal protective equipment.

Regulations respecting tools and equipment, machinery guards, fire protection, explosives and electrical hazards are also authorized.

Penalties for violations of the Industrial Safety Act are higher than those under the Factories Act. For a first offence, a person

convicted of a violation of the Act or regulations is liable to a fine of up to $100, or to imprisonment for up to 30 days if he defaults. Higher penalties are provided for subsequent offences.

QUEBEC

The new Mining Act enacted in Quebec amended the minimum age requirements for certain types of work, modified the ban on the employment of women, and gave certified unions a role to play in the enforcement of safety rules.

After January 1, 1966, when the new Act goes into force, the minimum age for employment in or about mines will be 16 years. At present, boys under 15 years are forbidden to work underground and boys in the 15 to 17 age-group may not work longer than 48 hours a week.

A higher minimum age is fixed for certain occupations. A minimum age of 18 is now set for persons employed underground, at the working face of any open pit or in the operation of a material hoist. No person under 20 years may be allowed to operate a hoist used for hoisting or lowering persons, nor may he be employed in blasting operations except as a helper.

Instead of the absolute ban on the employment of women in or about mines, the new Act provides that no woman or girl may work underground except as an engineer or geologist.

For the first time, the Act recognizes that unions have a role to play in the enforcement of safety standards. If a member of a certified union is killed or injured in a mining accident, the operator must not only notify the Minister of Natural Resources but must also send a copy of the notice to the union concerned.

Also, if a group of mine employees are represented by a certified union, the inspector may now require the union to designate a member to accompany him on his inspection of the mine.

The provisions respecting mine rescue stations formerly contained in the regulations have been incorporated in the Act, with some changes. Subject to the approval of the Lieutenant Governor in Council, the Minister is authorized to establish and maintain mine rescue stations and to apportion the costs among the operators concerned.

The chief inspector of mines will determine the number of persons in each mine to be trained in the use and maintenance of rescue apparatus. The mine operator will choose the members of each rescue crew and must ensure that they follow the course. The operator of the mine where rescue operations are being conducted will be responsible for the supervision and direction of the rescue crews.

Other safety and health requirements may be prescribed by regulation.

A new provision makes such regulations binding on every contractor or subcontractor who contracts to do work in or about a mine. If there are any infractions in connection with the work entrusted to the contractor or subcontractor, he will be held responsible as if he were the operator and will be liable to the penalties provided.

SASKATCHEWAN

Amendments to the Saskatchewan Passenger and Freight Elevator Act deleted all references to elevator operators' licences, effective from January 1, 1966. The result is that, after that date, it will not be necessary to have a licensed person in charge of an elevator that is not fully automatic.

Changes in Provincial Workmen's Compensation Laws in 1965

Six provinces amend Workmen's Compensation Acts, three increase the maximum yearly earnings on which compensation may be paid Ont. and Sask. raise minimum payments for total disability

The Workmen's Compensation Acts of Alberta, Manitoba, New Brunswick, Nova Scotia, Ontario and Saskatchewan and the federal Merchant Seamen Compensation Act were amended in 1965.

The most extensive changes were in Alberta, where recommendations of a special legislative committee appointed to review the Act in 1964 were implemented. In British Columbia, the Government was authorized to amend the benefit provisions of the Act by order in Council if the report of the Royal Commission appointed in January, 1964, was handed down before the beginning of the next legislative session.

Three provinces increased the maximum yearly earnings on which compensation may be paid. Ontario and Saskatchewan set higher minimum payments for total disability.

In recognition of the fact that awards made in accordance with earlier scales of compensation are now inadequate, the Ontario Legislature directed that all permanent disability awards for accidents which occurred before January 1, 1950 (when the compensation rate was raised to 75 per cent) were to be recalculated on the basis of 75 per cent of earnings. In Nova Scotia, as in a number of other provinces, compensation payable to a workman, by reason of the recurrence of a disability after a specified period of time, may now be based on his current earnings, if higher than his earnings at the time of the original accident.

In Alberta and Nova Scotia, death benefits were increased, and age limits for the payment of children's allowances were extended. In Nova Scotia, compensation is now to be paid to all dependent children to the age of 18. In Alberta, the Workmen's Compensation Board may, at its discretion, pay compensation to a child until he reaches the age of 21, if he is making satisfactory progress at school.

The Nova Scotia Board was empowered to award compensation for any disease "peculiar to or characteristic of a particular industrial process, trade or occupation." Additions were made to the schedule of industrial diseases in three provinces. Manitoba and Nova Scotia relaxed the conditions for payment of compensation for silicosis.

Coverage was extended in three provinces. Ontario provided for compulsory coverage of farm workers—the first province to do so.

The Manitoba Board was authorized to carry out duties and functions under any other Act of the Legislature. By virtue of this authority, the Board has been vested with responsibility for the enforcement of the Employment Safety Act.

The Merchant Seamen Compensation Act was amended to reduce the waiting period, and to raise the ceiling on annual earnings and the minimum payment for total disability. Provision was also made for payment of children's allowances to the age of 21, if a child is attending school. Compensation awards to dependent widows and children in respect of past accidents were brought up to the current level, from April 1964, the costs to be paid from the Consolidated Revenue Fund.

Disability Benefits

The ceiling on annual earnings was increased in three provinces: in New Brunswick from $4,000 to $5,000, effective from January 1, 1966; in Alberta from $5,000 to $5,600; and in Manitoba from $5,000 to $6,000. Manitoba is the third province, after Ontario and Saskatchewan, to establish a ceiling of $6,000.

Two provinces raised the minimum payment for total disability. In Saskatchewan, the minimum payment for permanent total disability was increased from $30 to $32.50 a week, and for temporary total disability from $30 a week or earnings, if less, to $32.50 a week or earnings, if less.

In Ontario, the minimum compensation for permanent total disability, formerly $130 a month or earnings, if less, was raised to $150 a month or earnings, if less. It was further provided, however, that no totally disabled pensioner may receive less than $100 a month. No change was made in the minimum for temporary total disability, which remains $30 a week or earnings, if less.

In both provinces the increases were made applicable to all total disability pension payments accruing from July 1, 1965, regardless of when the accident occurred.

An important amendment in Ontario was one providing for the upgrading of all permanent disability pensions awarded to workmen for accidents that happened before January 1, 1950, when benefits were based on either 55 or 66⅔ per cent of average earnings. As of July 1, 1965, all such pensions are to be paid on the basis of 75 per cent of the workman's average earnings at the time of the accident.

A Nova Scotia amendment enables compensation, payable upon the recurrence of a disability more than five years after the original accident, to be based on the workman's average weekly earnings before the original accident, or on his average weekly earnings during the 12 months immediately preceding the recurrence, whichever is greater.

Death Benefits

There were a number of changes in death benefits. In Alberta, the monthly pension to a widow or invalid widower was increased from $75 to $85. In line with this change, the lump sum payment to a widow on remarriage (one year's payments) was raised from $900 to $1,020. The allowance to a dependent child under 16 was raised from $40 to $45 a month, and the maximum additional allowance payable to an orphan child, at the discretion of the Board, was increased from $25 to $35 a month.

Such payments may now be made to the age of 21, instead of 18. Similarly, if a child who is attending school is making satisfactory progress, payments may now be made, at the Board's discretion, to the age of 21 or to the end of the school year in which he reaches the age of 21 (previously

18). All the above increases were made applicable to past accidents as well as to those occurring after the amendments went into force. The increased payments to dependent widows, invalid widowers, and children were effective from April 1, 1965.

In Nova Scotia, the maximum allowance for burial expenses was increased from $250 to $300, and the lump sum payment to a widow raised from $150 to $250. The monthly payment to a widow was raised from $75 to $90. Children's allowances were increased from $25 to $30 a month, and compensation is now to be paid to all children to the age of 18. Previously, compensation was payable to the age of 16, but payments could be continued, at the Board's discretion, to the age of 18 to assist a child to further his education. The maximum allowances payable to dependants other than widow and children were raised from $45 to $60 a month for each dependant, and to $75, instead of the previous $60 a month, for all such dependants. Increases in death benefits in Nova Scotia went into force on July 1 and are payable in respect of past accidents, as well as those occurring after the effective date of the amendments.

Another Nova Scotia amendment increased from $20 to $35 a month the allowance payable for a 25-month period to a widow on remarriage.

The Saskatchewan Act was amended to make a common-law wife without children eligible for compensation if she had lived with the workman for the five years preceding his death (formerly seven years). The Act provides, as before, that a common-law wife with one or more children is entitled to compensation if she had lived with the workman for the three years preceding his death.

Medical Aid

The Alberta Board was empowered to replace and repair clothing destroyed or damaged as a result of an accident for which the workman is entitled to compensation. Three other provinces—Manitoba, Newfoundland and Saskatchewan—provide for a clothing allowance.

In Nova Scotia, the time limit for submission of accounts for medical aid was extended from six to 12 months. In Alberta, a physician who attends an injured workman is required to submit progress reports on the first and 15th day of each month, during the time he continues in attendance on the workman. Under the previous wording of the Act, such reports were required "during such time as the injured workman is unable to work as a result of the injuries."

Time Limits for Filing Claims

The sections of the Alberta Act laying down requirements for the making of a claim for compensation were re-enacted. As before, a claim must be made by the workman within one year of the date of the accident. The Board is empowered, however, to pay claims filed within three years if the workman gave notice of the accident to his employer as soon as practicable after its occurrence, and the claim is a just one and ought to be allowed. The requirement that the accident must have been noted in the employer's records has been dropped.

Where death results from an accident and the workman had not made a claim to the Board, no compensation may be paid unless the death occurs within one year of the date of the accident, and a dependant makes a claim within one year of the workman's death.

Alternatively, if death occurs within three years following the accident, the Board may pay compensation under the following conditions:

—that the workman reported the accident to his employer as soon as practicable after its occurrence;

—that the claim is a just one and ought to be allowed;

—that the dependant makes a claim within one year of the workman's death.

Where a workman dies after making a claim, there is no limitation on the time within which a dependant may apply for compensation.

The above time limits do not apply to claims for compensation for silicosis.

Rehabilitation

In New Brunswick, the annual limit of $50,000 on rehabilitation expenditures was removed, enabling the Board to spend such sums as it considers necessary to help injured workmen return to gainful employment.

Industrial Diseases

The definition of "industrial disease" in the Nova Scotia Act was broadened to include not only a disease listed in the schedule of industrial diseases but any other disease peculiar to or characteristic of a particular industrial process, trade or occupation; and the Board was given authority to decide whether a disease other than a disease mentioned in the Schedule is an industrial disease under the Act. Carbon monoxide poisoning was added to the Schedule.

Infectious hepatitis and two throat or skin infections—beta hæmalytic streptococcal infections and staphylococcus aureus infections —were added to the Schedule of compensable diseases in the Saskatchewan Act.

The Schedule in the Alberta Act was amended to include in the term "pneumoconiosis" various forms of lung disease caused by inhalation of dust. The description of the disease now appearing in the Schedule is as follows: "Pneumoconiosis including, inter alia, silicosis, silico-tuberculosis, anthraco-silicosis, asbestosis, and all chronic changes in the lung induced by the prolonged inhalation of dust of a non-living character." Tunnelling was added to the description of processes in which pneumoconiosis is presumed to be caused by the nature of the employment.

Two provinces relaxed the conditions for payment of compensation for silicosis. A Manitoba amendment permits the Board to pay compensation for silicosis where it is not evidenced by X-ray appearances but is evidenced by results of other scientific tests or examinations. (The requirement that a diagnosis of silicosis had to be established by X-ray was removed from the British Columbia Act in 1959). The Nova Scotia Board was given discretion to re-open or receive a claim for compensation for silicosis or coal miners' pneumoconiosis at any time, notwithstanding the five-year time limit prescribed by the Act.

Reciprocal Agreements

The provisions of the Saskatchewan Act permitting the Board to make reciprocal agreements with the Boards of the two adjoining provinces, providing for the payment of compensation in respect of industrial diseases or injuries where work was performed partly in Saskatchewan and partly in Alberta or Manitoba, were amended to authorize the Board to enter into an agreement with any other province. Such agreements no longer need to be approved by the Lieutenant-Governor in Council.

The comparable provision of the Alberta Act was also amended to empower the Board to make a reciprocal agreement with the Board of a territory. The purpose of such agreements is to ensure that workmen or their dependants receive compensation in accordance with one Act or the other and to avoid a duplication of assessments.

Coverage

Coverage was extended in three provinces. In Alberta, a workman is now protected while at classes which he is required to attend as a condition of his employment. Contract nursing homes under the Nursing Homes Act were also brought under the Alberta Act. In Manitoba, persons ordered to help with fires under the Fires Prevention Act or who give assistance in fighting fires under the direction of a fire guardian, or the chief or head of a municipal fire department, etc., were brought under the compulsory coverage of the Act. For purposes of compensation, the average earnings of such firefighters are to be deemed to be the same as their average earnings in their regular employment, with a minimum of $25 a week and a maximum of $6,000 a year.

Another Manitoba amendment enables a member of the employer's family, who is employed by him but does not live with him as a member of his household, to be covered in the same way as other employees. Members of an employer's family who work for and live with the employer may apply for voluntary coverage.

In Ontario, provision was made for compulsory coverage of farm workers. The provision stating that the Act did not apply to the industry of farming was deleted. New regulations will be issued extending the benefits of the Act to farm workers.

In another amendment, "independent operators"—persons who do not employ workmen but who carry on a trade, business or profession within the scope of the Act—are permitted voluntary coverage. This provision is similar to one in the British Columbia Act.

Administrative Provisions

A new subsection added to the Manitoba Act authorizes the Board to "perform such duties and functions, and exercise such rights and powers, as may be imposed on, or given to, it under any other Act of the Legislature." This amendment has reference to the fact that the Board has been vested with the responsibility for the administration and enforcement of the province's new general safety law, the Employment Safety Act, which went into force on September 15, 1965. This represents a new approach in accident prevention work in the province. Hitherto, the Manitoba Department of Labour had exclusive authority in the accident prevention field, and the Workmen's Compensation Board was concerned only with the payment of compensation for work injuries. Manitoba is the fourth western province to give the Workmen's Compensation Board enforcement powers in the field of industrial safety.

Costs incurred under the Employment Safety Act are to be paid from the Accident Fund, and the Board is authorized to make a special assessment on any class or sub-class of employers or on any employer by reason of any cost or expenditure incurred in respect of that class or sub-class or of that employer.

As a means of promoting safer working practices in industry, the Manitoba Board was authorized to establish a system of merit and demerit ratings. Under such a system, an employer is eligible for a reduced assessment or a refund on his assessment if his accident record is better than average; where an employer's accident experience is worse than average, the Board may increase his assessment or require him to pay a special additional assessment.

Under section 15 (5) of the Alberta Act, the Board has power to order an employer to shut down all or part of his industrial operations where conditions of immediate danger exist, or where prescribed safety appliances have not been adopted. A new provision was inserted in the Act providing for the issue of an injunction as a means of enforcing the Board's order. Where an employer fails to observe a stop-work order, the Board may, after giving three days' notice, apply to the Supreme Court for an injunction prohibiting the employer from carrying on operations.

A further amendment in Alberta permits the Board to impose a penalty of $10 a day, but not exceeding a total of $50, on an employer who fails to send in accident reports or to furnish particulars of an accident or claim. The Act previously made this an offence punishable by the courts, on summary conviction.

The minimum penalty for violations of the Alberta Act, regulations or Board orders was increased from $5 to $25.

The Alberta provision, authorizing the payment of compensation to a workman ordinarily engaged in an industry under the Act for injury suffered while working at the direction of his employer in work outside the scope of the Act, was revised. The Act now states that the work so done by the employee (which might be in the industry of farming or ranching) is to be deemed to be in the industry of the employer to which the Act applies, and the employer is required to pay an additional assessment in respect of the other work equal to the full cost of the claim, up to a maximum of $50.

It is further provided that any person who has control and direction of a workman, and who directs him to do other work as mentioned above, is to be considered as having given him the direction on behalf of the employer. Under the former provision, the employer was required to pay an assessment on the industry not covered by the Act in the same amount as if he had made voluntary application for its coverage for the balance of the current year.

The Annual Report of the New Brunswick Workmen's Compensation Board is now to be made to the Minister of Finance and Industry, instead of the Provincial Secretary-Treasurer.

Merchant Seamen Compensation Act

The federal Merchant Seamen Compensation Act, which applies to seamen not covered by provincial workmen's compensation legislation, was amended to bring benefits into line with those provided under the workmen's compensation laws of the Atlantic provinces, where most of the claims are filed. The waiting period was reduced from four days to three, and the ceiling on annual earnings was raised from $4,500 to $5,000. The minimum payment to an injured seaman for temporary total or permanent total disability was increased from $15 to $25 a week, or earnings, if less.

Some of the benefits payable in fatal cases were also increased. The maximum allowance for funeral expenses was increased from $200 to $300. A further change is that compensation may now be paid, with the approval of the Merchant Seamen Compensation Board, to a dependent child to the age of 21, if he is attending school. This amendment was also made applicable to dependent children in respect of past accidents. For children who are not attending school, the age limit for payment of compensation continues to be 18.

Compensation awards made to widows and dependent children in respect of earlier accidents were upgraded, with retroactive effect to April, 1964. A widow or dependent child of a deceased seaman whose monthly allowance is below that now provided will receive an additional allowance sufficient to bring the award up to the current level ($75 a month for a widow, $25 for a dependent child and $35 for an orphan child). The cost of the additional payments in respect of past accidents is to be paid from the Consolidated Revenue Fund. The other amendments to the Act went into force on May 1, 1965.

97th Annual Conference of Trades Union Congress

Congress membership votes by a majority of 2,735,000 to accept the General Council's wage restraint motion, whereby proposed increases will be examined for effect on the national interest

The British Trades Union Congress, at its 97th annual conference in September, adopted a report on a new wage review plan submitted by the General Council.

The motion was approved by 5,251,000 votes to 3,312,000, a majority of 1,939,000. Another motion to refer back the Council's report was defeated by 5,738,000 votes to 3,003,000, a majority of 2,735,000.

The plan requires unions to submit new wage demands to a union committee to determine whether such proposed increases conform with the national interests. It also requires them to refrain from proceeding with claims while they are being considered by the TUC.

Opponents of the new pay plan claimed it was a moral defeat for George Woodcock, TUC general secretary, and the General Council. Mr. Woodcock had told the delegates that the TUC must have something positive to show by December if they were to persuade the Government not to enforce legislation that could hold up claims until the National Board for Prices and Incomes (L.G., June, p. 502), set up last May, had considered them.

Mr. Woodcock introduced the Council's recommendation with a speech devoted mostly to the dangers of bringing law into industrial relations, and the need to support Government planning.

"It is a dangerous thing to start bringing in the law to industrial relations in this country," he said. "This has got to have very considerable justification indeed. But the Government are determined to do it. They made no bones about it. My own view is that these things the Government seek to do can be done better by voluntary methods than by legislation."

Neither Mr. Woodcock nor the council seemed to have any idea yet how the TUC will set about examining unions' claims before they are submitted to employers. Union leaders said they did not see how the scheme could have any practical value.

Economics Minister George Brown earlier had warned the union council that the Labour Government intends to bring in legislation in December for a compulsory "early warning" system to give the National Prices and Incomes Board the chance of considering the merits of various wage increases.

Another motion rejecting the Government's present productivity, prices and incomes policy, and supporting the efforts of affiliated unions to improve the living standards of their members and secure increased rewards for skill, experience and technical expertise, was defeated by 6,131,000 votes to 2,212,000, a majority of 3,919,000.

A composite motion was approved by a no-card vote, recognizing the desirability of a prices and incomes policy, but deploring the constant increase in prices that undermine real incomes and force demands for increased pay. If the Government prices and incomes policy is to work fairly, it added, special measures should be considered by the Government to identify the causes of increased prices, rents, and charges for services, so that Government action may be taken against those responsible for any unjustifiable exploitation of the consumer. The motion expressed grave concern over the economic position of the lower-paid worker, and in particular called the Government's attention to the exceptionally low rates of pay of certain staff employed by the National Health Service.

Labour Minister Gunter

Labour Minister Ray Gunter, addressing the Congress as a fraternal delegate, said that at the end of last year and this summer the world had been wondering if the British people could play the role they ought to play—because of the recurring crises in the economy. The Labour Party was trying to come to terms with these difficult problems, and it had had to take unpopular measures with the smallest of majorities.

"We have to come to terms about how to live within our means, and to contain all forms of income so that they do not outstrip and outpace what we earn by our productive effort, or face disaster," he said.

There were many arguments about how to come to terms with living within our means, he continued. "There are some who say you can only come to terms with it in a free society by voluntary means, that you must take the elements of that free society with you, step by step. While I accept that, time again is not on our side.

"If, perchance, these inner disciplines and voluntary contributions cannot be forthcoming within the short term, then the nation itself must look to other means to prevent the ultimate disaster.

"Let there be no doubt in the mind of anybody, there could be the possibility of this country having something that happened in 1931, and God forbid that ever again this nation should witness the rising unemployment figures that happened then."

Mr. Gunter said that the economic strength of the nation and maintenance of full employment depended on willingness to face the realities of the present situation, and to come to terms with the problem. "No elected Government ought to dare to allow the nation to drift from crisis to crisis, each one getting worse. Those who presume to lead, whether in politics or industry, have the duty to tell the people the truth, to lead them to face the facts of the situation. I do not believe this is the time for easy words. I have sufficient faith in our people to believe that, given the leadership, whether at Westminster or on the workshop floor, they will respond."

Lord Collison

Lord Collison, in his presidential address, said that the trade union movement would continue to give its mind to the large issues of economics and to the machinery for bringing all prices and all incomes into fairer balance. In his own discussion with people, some had doubted the feasibility of the productivity, prices and incomes policy, but no one had doubted its desirability.

Lord Collison said the issues are far too complicated to expect a miracle to happen overnight. "But what we can expect is a movement toward the balancing of the growth of the national income against the growth of the national product—and this can be a cumulative process which can develop with accelerating speed," he said.

"The very fact that people are now thinking of it as a desirable objective gives every encouragement for believing that this will be the pattern for the future.

"Obviously there are problems to be solved just as there are disciplines to be accepted. The policy has to become genuinely national, relating to all incomes; to dividends and profits, and not only to wages and salaries. In other words it must not be a . . . wage freeze, but an attempt to make legitimate increases in personal incomes really mean something by ensuring that the greater proportion of cash increases are now swallowed up by an ever-increasing cost of living.

"Again, there has to be elbow room within the global national increase to make long-overdue adjustments in the wages of the grossly underpaid. These are indeed problems of a large order, and there are others. But I think that we are right to face them and to seek answers to them," he said.

On the subject of the Labour Government, Lord Collison said that those who criticized Mr. Wilson and his colleagues should remember two things. First, that the country's economic plight and its backwardness in social matters were the direct result of mismanagement by the previous Government; and second, that wise government and resolute leadership sometimes demanded that unpopular things had to be said and done.

He believed the British people would respond to any challenge, provided the facts and the necessary correctives were clearly put to them. He also believed that the fruits of forceful and appropriate Government action would become increasingly evident as the months went by.

Equal Pay for Women

A motion calling for equal pay for women was carried. J. E. Newton, National Union of Tailors and Garment Workers, in moving the motion, said the Labour Party manifesto promised equal pay for equal work.

"Women," he said, "are still often used as a source of cheap labour. Yet without their work the economy would collapse. The attitude to women at work is still medieval. They are undoubtedly subsidizing industry. Most of them in employment have two jobs —married women in their employment and in their homes. Even some of the young unmarried women who have been lured to the larger cities often have to do an evening job to pay for the rent.

"The average earnings of men are £18 18s. a week—of women £9 4s. We may have abolished starvation, but we have not abolished sweat, and it is mainly women who are being sweated."

It was revealed that there were eight million women in employment. Between 1953 and 1963, the number of women in employment rose by 14 per cent compared with 7 per cent for men. Women are now a third of the working population.

L. W. Buck, National Union of Sheet Metal Workers and Coppersmiths, moving a motion on increased leisure that was carried, said this was of importance in discussions on prices, incomes, and productivity. They should retain in their sights the question of shorter hours and increased leisure. Leisure itself called for great education and wider cultural horizons.

The motion stated that reduced working hours and longer holidays should be an essential feature of a balanced socialist plan for industry.

Another speaker said that because of new techniques, the 40-hour week should ultimately be replaced by a 35-hour week.

A motion stating that, where shift working was unavoidable the aim should be reduction in the number of hours in the working shift, was also carried.

Other motions passed:

—called on the General Council to bring pressure on the Government for an amendment of the National Insurance Act, 1946, to enable unemployment benefits to be paid to people thrown out of work by a dispute to which they had not been a party, and to those who were refused re-engagement after the settlement of a dispute, for no other reason than that they had obeyed the instruction of their union;

—urged re-examination of the present accident prevention policy;

—sought establishment of Government-sponsored research organizations independent of private industry to identify dangerous substances, and advise on essential precautions and the introduction of regulations;

—urged the Government to establish a comprehensive occupational health service, including research facilities independent of employer's control, and to provide resources for it;

—called for reorganization of the National Health Service, asked Government to integrate the various sections of the Service so that the available resources of manpower and capital could be employed with maximum efficiency, and resisted the idea that a charge should be imposed on patients for consultation or treatment;

—requested that the General Council take steps to propagate a balanced view of the movement among school-leavers;

—declared that the present level of expenditure for the armed forces was incompatible with the aim to make increased resources available for social advance and economic development, welcomed the Government's defence review, and drew attention to the cost of maintaining bases abroad;

—asked the General Council to continue its search for acceptable solutions to the problems of local government finance;

—reaffirmed TUC support for a national fuel policy designed to secure maximum use of indigenous energy resources;

—warned that cancellation of a major defence project might lead to the cessation of valuable research and development work at a time when a technical break-through was imminent, and urged the Government to consult with the Ministry of Technology to ensure that promising projects were not stopped and research teams dispersed in such circumstances;

—expressed concern at the problems arising from "the lack of planning" of the country's transport system, and from the break-up of the machinery for transport co-ordination by successive Conservative Governments;

—reaffirmed the necessity of the establishment, by legislation if necessary, of an effective and competitive third release channel available to British independent film producers;

—urged the Government to adopt any peaceful measures to compel the Spanish Government "to cease their senseless actions, to resume normal relations with Gibraltar, and to negotiate a settlement that will recognize the universal desire of Gibraltarians to remain in association with Britain;"

—recorded TUC appreciation of Government policies designed to speed revitalization of Britain's economy;

—agreed to an amendment that deleted from a motion on Viet Nam, a demand for the withdrawal of all foreign forces from the country; recalled the decision of the 1954 Geneva conference for an independent, neutral, unified state of Viet Nam, free of foreign bases; and sought the re-opening of negotiations among all the countries concerned, with the aim of achieving a settlement on the Geneva Conference lines; and

—condemned the policy of apartheid pursued by the South African Government, and urged the British Government to support, through the United Nations, measures for effective sanctions.

The General Council elected J. O'Hagan chairman for the coming year. Mr. O'Hagan, who is general secretary of the Blast Furnacemen's Union, is well known for work in the fields of industrial health, safety, and education.

Employment and Unemployment, October

Employment increased by 25,000 to 7,008,000 between September and October.

Unemployment, at 171,000, remained virtually unchanged. In previous years, employment has usually declined and unemployment has risen during this period. Seasonally adjusted, the October 1965 unemployment rate was 3.2 per cent.

The labour force, at 7,179,000, was higher than a year earlier by 204,000, or 2.9 per cent. For men the increase was 89,000, and for women 115,000.

Employment in October was 290,000 higher and unemployment 86,000 lower than a year earlier.

Employment

Employment in agriculture was well maintained during the month, as late harvesting in Western Canada delayed the seasonal decline in farm labour requirements. In non-farm industries, employment rose by 18,000, which was about in line with the usual seasonal pattern.

During recent months, job opportunities for women have increased substantially, largely as a result of expansion in the service industries. In October, the number of employed women was higher by 130,000, or 6.7 per cent, than a year earlier; employed men increased by 160,000, or 3.4 per cent.

Total employment in October showed a rise of 290,000, or 4.3 per cent, from a year earlier. Non-farm employment was up 299,000, or 4.9 per cent. Employment was noticeably higher than a year ago in all regions, the Atlantic region leading with a gain of 7.1 per cent.

Unemployment

Unemployment, at 171,000 in October, was virtually unchanged from September. In previous years, unemployment has usually increased during this period.

Compared with a year earlier, unemployment was down 86,000. The decline was distributed among all age groups. Of the 171,000 unemployed, some 129,000 had been unemployed for three months or less. The remaining 42,000, or 25 per cent of the total, had been seeking work for four months or more.

The unemployment rate in October represented 2.4 per cent of the labour force, compared with 3.7 per cent in October 1964 and 3.9 per cent in October 1963. Unemployment rates were lower than a year ago in all regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	October 1965	October 1964	October 1965	October 1964	October 1965	October 1964	October 1965	October 1964
Metropolitan	.....	.....	.....	4	12	8	.....	.....
Major Industrial	.....	1	5	12	21	13	.....	.....
Major Agricultural	.....	.....	2	2	12	12	.....	.....
Minor	.....	.....	6	16	46	40	6	1
Total	.....	1	13	34	91	73	6	1

Note: Grande Prairie was not included in the survey prior to January, 1965.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)			Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Quebec-Levis St. John's Toronto Vancouver-New Westminster-Mission City Windsor Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)		Lac St. Jean MONCTON ← →OSHAWA Shawinigan Sherbrooke	Brantford Cornwall Corner Brook Ft. William-Pt. Arthur Granby-Farnham-Cowansville Guelph Joliette Kingston Kitchener London New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Sarnia Sudbury SYDNEY- → SYDNEY MINES Continued in col. 4	Cont. from col. 3 Timmins Kirkland Lake-New Liskeard Trois Rivieres Victoria
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		RIVIERE-DU-LOUP ← Thetford-Megantic-St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		DRUMMONDVILLE ← GASPE ← Quebec North Shore RIMOUSKI ← STE. AGATHE-ST. JEROME ← ST. STEPHEN ←	Bathurst Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Edmundston Fredericton Galt GODERICH ← Grand Falls Grande Prairie →KAMLOOPS Kentville Lachute-Ste. Therese Lindsay Medicine Hat Montmagny Newcastle North Bay Continued in col. 4	Listowel Stratford Swift Current Walkerton Weyburn WOODSTOCK- → TILLSONBURG Cont. from col. 3 Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert Sault Ste. Marie St. Hyacinthe St. Jean St. Thomas Simcoe Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used see page 591 June issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	Oct. 16	7,179	+ 0.3	+ 2.9
Employed (000)	Oct. 16	7,008	+ 0.4	+ 4.3
Agriculture (000)	Oct. 16	632	+ 1.1	− 1.4
Non-agriculture (000)	Oct. 16	6,376	+ 0.3	+ 4.9
Paid workers (000)	Oct. 16	5,879	+ 0.4	+ 5.6
At work 35 hours or more (000)	Oct. 16	3,919	−33.3	+ 9.3
At work less than 35 hours (000)	Oct. 16	2,856	+241.6	− 2.1
Employed but not at work (000)	Oct. 16	233	−14.0	+ 9.4
Unemployed (000)	Oct. 16	171	− 2.9	−33.5
Atlantic (000)	Oct. 16	23	0.0	−30.3
Quebec (000)	Oct. 16	75	+ 8.7	−23.5
Ontario (000)	Oct. 16	37	−21.3	−50.0
Prairie (000)	Oct. 16	13	−27.8	−45.8
Pacific (000)	Oct. 16	23	+21.1	−17.9
Without work and seeking work (000)	Oct. 16	161	− 3.6	−34.0
On temporary layoff up to 30 days (000)	Oct. 16	10	+11.1	−23.1
Industrial employment (1949=100)	August	143.7	+ 1.1	+ 5.4
Manufacturing employment (1949=100)	August	131.4	+ 1.4	+ 4.0
Immigration 1st	6 months	62,898	—	+22.6
Destined to the labour force 1st	6 months	32,434	—	+24.1
Strikes and Lockouts				
Strikes and lockouts	October	88	− 4.4	+46.7
No. of workers involved	October	16,707	−20.5	+57.7
Duration in man days	October	168,250	−22.1	+65.6
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	August	$91.22	0.0	+ 4.6
Average hourly earnings (mfg.)	August	$ 2.10	+ 0.5	+ 4.0
Average hours worked per week (mfg.)	August	41.1	+ 0.7	− 0.5
Average weekly wages (mfg.)	August	$86.10	+ 0.9	+ 3.3
Consumer price index (1949=100)	October	139.3	+ 0.1	+ 2.7
Index numbers of weekly wages in 1949 dollars (1949=100)	August	148.3	+ 1.1	+ 0.7
Total labour income $000,000	August	2,227	+ 1.3	+10.4
Industrial Production				
Total (average 1949=100)	Sept.	236.8	+ 6.3	+ 7.6
Manufacturing	Sept	210.7	+ 7.0	+ 6.5
Durables	Sept.	212.8	+10.9	+ 6.8
Non-durables	Sept.	209.0	+ 3.7	+ 6.2
New Residential Construction (b)				
Starts	October	11,640	−15.6	+ 3.0
Completions	October	11,587	− 8.6	+ 2.0
Under construction	October	91,762	+20.2	− 0.3

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Bargaining Calendar for 1966

Collective agreements covering 500 or more employees, listed by month in which they terminate. Excludes agreements in the construction industry.

JANUARY

Company and Location	Union
Standard Tube & T.I., Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)

FEBRUARY

Bell Telephone Co. of Canada, Que. & Ont.	Traffic Empl. Assn. (Ind.)
Consumers Glass, Toronto, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (Office empl.)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Textile, Drummondville, Magog, Montmorency & Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Kelvinator of Canada, London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Moirs Limited & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Northern Electric, London, Ont.	Northern Electric Empl. Assn. (Ind.) (plant empl.)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Port Weller Dry Docks, Port Weller, Ont.	Boilermakers (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Board, B.C.	B.C. Peace Officers (CLC)
Wabasso Cotton, Welland, Ont.	United Textile Wkrs. (AFL-CIO/CLC)

MARCH

Assn. des Detaillants en Alimentation, Section de Montreal, Que.	Commerce & Office Empl. (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
Assn. Patronale du Commerce (Hardware), Quebec, Que.	Commerce & Office Empl. (CNTU)
Bathurst Power & Paper (Chaleurs Div.), Gaspe Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
British Columbia Telephone Company	Federation of Telephone Wkrs. of British Columbia (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers, Charlottetown, P.E.I., Montreal & Hull, Que., Toronto, Ont., Winnipeg, Man., Edmonton, Alta., Vancouver, B.C. & Wilsil, Montreal, Que. & Calgary Packers, Calgary, Alta.	Packinghouse Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Radio & Television Empl. (ARTEC) (Ind.)
Domtar Newsprint, Dolbeau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Employeurs Forestiers de la Gatineau, Inc., Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Employeurs Forestiers de la Mauricie, Inc., Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Hopital Mont-Providence, Rivieres des Prairies, Que.	Public Empl. (CLC)
Hydro-Electric Power Commission of Ontario	Public Empl. (CLC)
Intercontinental Packers, Regina & Saskatoon, Sask. & Red Deer Packers, Red Deer, Alta.	Packinghouse Wkrs. (AFL-CIO/CLC)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (traffic empl.)
Noranda Copper & Brass, Montreal, Que.	Empl. Assn. (Ind.)
Philips Electronics, Leaside, Ont.	IBEW (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Steinberg's Limited, (Ontario Div.)	Butcher Workmen (AFL-CIO/CLC)
Swift Cdn., Moncton, N.B., Toronto, Ont., St. Boniface, Man., Edmonton, Alta., Richmond, B.C. & Union Packing, Calgary Alta.	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Civic Empl. Union (Ind.)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.	Civic Empl. (Ind.) (outside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (inside empl.)
Toronto Transit Commission, Toronto, Ont.	Transit Union (AFL-CIO/CLC)

APRIL

Alberta Government Telephones Commission	IBEW (AFL-CIO/CLC) (plant, traffic & general service)
Anglo-Cdn. Paper, Forestville, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

Company and Location	Union
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper & Nfld. Contractors' Assn., Nfld.	Carpenters (AFL-CIO/CLC)
Canada Safeway, Dominion Stores, Loblaws & other stores, Calgary, Alta.	Retail Clerks (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Domtar Pulp & Paper (Kraft & Boxboard Div.), East Angus, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Gaspesia woods contractors, Chandler, Que.	Bush Wkrs., Farmers' Union (Ind.)
Hawker Siddeley Canada Ltd. (Orenda Engineering & Vending Divisions), Malton, Ont.	Machinists (AFL-CIO/CLC) (salaried empl.)
Kellogg Co. of Canada, London, Ont.	Millers (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
Rolland Paper, Mt. Rolland & St. Jerome, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

MAY

Aluminum Co. of Canada, Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont.	IUE (AFL-CIO/CLC)
CPR, system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Carling, Labatt, Molson, O'Keefe & other breweries, Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Dominion Ayers Limited, Lachute, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dominion Stores, Hamilton, London & other centres, Ont.	Retail ,Wholesale Empl. (AFL-CIO/CLC)
John Forsyth Co., Kitchener, Waterloo & Wellesley, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
RCA Victor, Montreal, Que.	RCA Salaried Empl. Assn. (Ind.)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)

JUNE

Aluminum Co. of Canada, Kemano & Kitimat, B.C.	Steelworkers (AFL-CIO/CLC)
British Columbia Forest Products, Crofton, Celgar Ltd., Watson Island & Rayonier Canada Ltd., Woodfibre, B.C.	Pulp & Paper Wkrs. of Canada (Ind.)
Cdn. Westinghouse, Three Rivers, Que.	IBEW (AFL-CIO/CLC)
Consolidated Mining & Smelting, Kimberley, Riondel, Salmo & Trail, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Edmonton Public School Board, Edmonton, Alta.	Public Empl. (CLC) (caretakers)
Federal Electric Corp., DEW Line installations, northern Canada	IBEW (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast	Woodworkers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, British Columbia Forest Products, Crown Zellerbach of Canada Ltd., Elk Falls Co. & MacMillan, Bloedel & Powell River Industries (Alberni)	Papermakers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, Cdn. Forest Products, Crown Zellerbach Canada Ltd., Elk Falls Co. & Rayonier Canada Ltd., B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (craft & service empl.)
Montreal Hat & Cap Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Scott Lasalle Limited, Longueuil, Que.	Scott Lasalle Empl. Assn. (Ind.)
Sherritt-Gordon Mines, Lynn Lake, Man.	Steelworkers (AFL-CIO/CLC)
United Keno Hill Mines, Elsa, Y.T.	Mine, Mill & Smelter Wkrs. (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-Chartered local

JULY

Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel Corp., Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
B.C. Shipping Federation and B.C. Wharf Operators' Assn., various ports	Longshoremen & Warehousemen (CLC)
Canada Safeway, Dominion Stores, Lowlaws & other stores, Edmonton, Alta.	Retail Clerks (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, St. Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Glass, Wallaceburg, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dress & Sportswear Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress & Sportswear Mfrs. Guild of Toronto, Inc. (Sportswear Div.), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Hamilton Cotton & subsids., Dundas, Hamilton & Trenton, Ont.	Textile Wkrs. Union (AFL-CIO/CLC) (plant wkrs.)
Hollinger Consolidated Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)
International Nickel, Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
New Brunswick Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Sask. Wheat Pool (Country Elevator Div.), Sask.	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Steel Co. of Canada (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada, Montreal & Contrecoeur, Que.	Steelworkers (AFL-CIO/CLC)
Toronto Dress & Sportswear Mfrs. Guild, Inc., Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)

AUGUST

Company and Location	Union
Abitibi Power & Paper, northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Belt Mfrs. Assn., Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
CIL, McMasterville, Que.	CNTU (chartered local)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Steel & Coal Corp., Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Goodyear Tire & Rubber, St. Hyacinthe, Que.	Textile Federation (CNTU)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
House of Seagram, Que., Ont., & B.C.	Distillery Wkrs. (AFL-CIO/CLC)
Kimberly-Clark Pulp & Paper, Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.	Millers (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Okanagan Federated Shippers' Assn., Okanagan Valley, B.C.	CLC-chartered local
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

SEPTEMBER

General Steel Wares, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (traffic empl.)
Outboard Marine Corp. of Canada, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Royal Jubilee Hospital, Victoria, B.C.	Royal Jubilee Hospital Empl. Assn. (Ind.)

OCTOBER

Air Canada	Machinists (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Transit Union (AFL-CIO/CLC)
Burrard Dry Dock, Vancouver, Victoria, Machinery Depot & Yarrows Ltd., Victoria, B.C.	Various unions
Canada Safeway, Dominion Stores, Loblaws & Shop-Easy Stores, Winnipeg & Transcona, Man.	Retail Clerks (AFL-CIO/CLC)
Dominion Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Corset, Que, Que.	Empl. Assn. (Ind.)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)

NOVEMBER

Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Kelly, Douglas Co. & Nabob Foods, Vancouver & other centres, B.C.	Empl. Assn. (Ind.)
Linen Supply Employers' Committee, Toronto, Ont.	Laundry Wkrs. (CLC)
Lunenburg Sea Products, Lunenburg, N.S.	CLC-chartered local
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Empl. (CLC) (outside empl.)
Montreal City, Que.	Public Service Empl. Federation (CNTU) (inside empl.)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)

DECEMBER

Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC) (non-professional)
Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
Cdn. General Electric, Barrie, Guelph, Peterborough, Rexdale & Toronto, Ont.	UE (Ind.)
Crow's Nest Pass Coal Co., Fernie & Michel, B.C.	Mine Wkrs. (Ind.)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Handbag Mfrs. Council, Montreal, Que.	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Kingston General Hospital, Kingston, Ont.	Public Empl. (CLC)
London City, Ont.	Public Empl. (CLC) (outside empl.)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
National Harbours Board, Montreal, Que.	CNTU-chartered local
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Phillips Cables Ltd., Brockville, Ont. & Montreal, Que.	IUE (AFL-CIO/CLC)
Quebec-Hydro (Gatineau Power Co.)	IBEW (AFL-CIO/CLC)
Quebec-Hydro (Shawinigan Water & Power)	Public Service Empl. Federation (CNTU)
Quebec Hydro-Electric Commission, Montreal & other centres	Public Empl. (CLC) (outside empl.)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During November and December 1965 and January 1966

(except those under negotiation in October)

Company and Location	Union
Assn. des Marchands Detaillants, Quebec & vicinity, Que.	Metal Trades' Federation (CNTU) (garage empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Burnaby District, B.C.	Public Empl. (CLC) (foremen, inside & outside empl.)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
CNR, system-wide	Trainmen (AFL-CIO/CLC)
CNR, CPR & other railways	15 unions (non-operating empl.)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Edmonton City, Alta.	Transit Union (AFL-CIO/CLC)
Hawker Siddeley Canada Ltd. (Orenda, Engineering & Vending Divs.), Malton, Ont.	Machinists (AFL-CIO/CLC)
Hospitals (5), Arthabaska, Drummondville and Nicolet, Que.	Service Empl. Federation (CNTU), (non-professionals)
Hospitals (5), Granby, St. Hyacinthe, Sorel and Valleyfield, Que.	Service Empl. Federation (CNTU), (nurses)
Hospitals (7), Cap de la Madeleine, Grand'Mere, La Tuque, Shawinigan & Trois Rivieres, Que.	Service Empl. Federation (CNTU), (non-professionals)
Hospitals (7), Granby, St. Hyacinthe, Sorel and Valleyfield, Que.	Service Empl. Federation (CNTU), (non-professionals)
Hospitals (7) Lac Megantic, Magog, Sherbrooke & Windsor, Que.	Service Empl. Federation (CNTU), (nurses)
Hospitals (7), Lac Megantic, Magog, Sherbrooke & Windsor, Que.	Service Empl. Federation (CNTU), (non-professionals)
Hospitals (11), Chandler, Gaspe, Maria, Matane, Mont Joli, Montmagny, Notre Dame de Lac, Rimouski, Riviere du Loup and Ste. Anne des Monts, Que.	Service Empl. Federation (CNTU), (non-professional & nurses at Chandler)
Hospitals (11), Amos, Buckingham, Hull, LaSarre, Macamic, Maniwaki, Mont Laurier, Val d'Or and Ville Marie, Que.	Service Empl. Federation (CNTU), (non-professionals)
Hospitals (17), Cartierville, Joliette, Lachine, Montreal, Repentigny, Rosemount, St. Laurent, Verdun and Ville St. Michel, Que.	Service Empl. Federation (CNTU), (nurses)
Hospitals (19), Cartierville, Joliette, Lachine, Montreal, St. Jerome, Verdun and Ville St. Michel, Que.	Service Empl. Federation (CNTU), (non-professionals)
Miner Rubber Co., Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Montreal Locomotive Works, Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
North York Township, Ont.	Public Empl. (CLC) (non-professional)
Ottawa City, Ont.	Public Empl. (CLC) (non-professional)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC) (non-professional)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (classified services)

Company and Location	Union
Shipping Federation of Canada, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	ILA (AFL-CIO/CLC)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
Standard Tube & T.I., Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (caretakers)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC) (non-professional)
Winnipeg Metro (Transit Dept.), Man.	Transit Union (AFL-CIO/CLC)

Part II—Negotiations in Progress During October

(except those concluded in October)

Bargaining

Company and Location	Union
Air Canada, system-wide	Air Canada Sales Empl. Assn. (Ind.)
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Bell Telephone Co. of Canada, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical & associated empl.)
Bell Telephone Co. of Canada, Que. & Ont.	Cdn. Telephones Empl. (Ind.) (craft & services empl.)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Canada Iron Foundries, Three Rivers, Que.	Steelworkers (AFL-CIO/CLC) (plant)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refining Wkrs. Union (Ind.)
Cdn. Marconi, Montreal, Que.	Marconi Salaried Empl. Assn. (Ind.)
Cdn. Western Natural Gas & Northwestern Utilities, Alta.	Natural Gas Empl. Welfare Assn. (Ind.) & Natural Gas Empl. Benefit Assn. (Ind.)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Electrohome Industries, Kitchener, Ont.	National Council of Cdn. Labour (Ind.)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assn. (Ind.)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Hotel Sheraton-Mt. Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Iron Ore Co. of Canada, Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Transit Union (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	UE (Ind.)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
St. Lawrence Seaway Authority	Railway Transport & General Wkrs. (CLC)
Saskatchewan Government Telephones	Communication Wkrs. (AFL-CIO/CLC)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
Vancouver City, B.C.	Vancouver City Hall Empl. Assn. (Ind.) (inside empl.)
Vancouver City, B.C.	Vancouver Civic Empl. Union (Ind.) (outside empl.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)

Conciliation Officer

Air Canada, system-wide	Air Line Pilots (Ind.)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
CPA, system-wide	Machinists (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)

Company and Location	Union
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Consumers' Gas, Metro Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Edmonton City, Alta.	Fire Fighters (AFL-CIO/CLC)
Hospitals (5), Alma, Chicoutimi, Dolbeau, Jonquiere & Roberval, Que.	Service Empl. Federation (CNTU) (non-professional)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Northern Electric, Bramalea, Ont.	UE (Ind.)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Winnipeg City, Man.	Public Empl. (CLC)

Conciliation Board

B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Post-Conciliation Bargaining

(No cases during October)

Arbitration

Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)

Work Stoppage

Price Bros. & Co., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)

Part III—Settlements Reached During October

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Bathurst Paper Limited, Bathurst, N.B.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO): 3-yr. agreement covering 810 empl.—wage increases of 10¢ an hr. retroactive to July 1, 1965, 5¢ an hr. eff. Jan. 1, 1966, 5¢ an hr. eff. July 1, 1966, 5¢ an hr. eff. Jan. 1, 1967, 10¢ an hr. eff. July 1, 1967 and 10¢ an hr. eff. Jan. 1, 1968; additional adjustments of 5¢ an hr. retroactive to July 1, 1965, 3¢ an hr. eff. July 1966 and 5¢ an hr. eff. July 1967 for tradesman and 2¢ an hr. in first pay period following date of signing for oilers; intermittent Sunday operations—time and one half will be allowed during term July 1, 1965 to June 30, 1967 and 15¢ an hr. will be paid during the period July 1, 1967 to June 30, 1968 for all hrs. worked during the wk. that the mill operates on Sunday, up to a maximum of 15 Sundays; continuous operations—the mill will be considered to be working on continuous operations if it is operated for more than 15 Sundays, and the adjustment of 15¢ an hr. will be on a permanent basis; evening and night shift premiums to be 9¢ and 12¢ an hr. respectively Jan. 1966 (at present 8¢ and 11¢) and 10¢ and 13¢ an hr. respectively Jan. 1968; 5 wks. vacation after 30 yrs. of service Jan. 1967 (new provision) and after 25 yrs. of service Jan. 1969; supplementary vacations with pay after 25 yrs. of service in addition to regular annual vacation of 1 wk. at 60 yrs. of age, 2 wks. at 61, 3 wks. at 62, 4 wks. at 63 and 5 wks. at 64 eff. Jan. 1968; jury duty supplement introduced; weekly sickness and accident indemnity to be increased to a maximum of $60 payable up to 26 wks. for those empl. earning in excess of $5,000, a yr. eff. March 1, 1967; voluntary revocable checkoff introduced; provision for at least 90 days' notice to the union(s) of technological changes and/or automation that will result in significant changes in employment status of empl., and for discussion and consideration of such measures as early retirement, retraining, transfer, etc.; provision for severance pay for empl. laid off due to technological changes and/or automation—15 hrs. pay at current hourly rate for each completed yr. of continuous service, payable to empl. with 10 or more yrs. of continuous service; rate for labourer will be $2.45 an hr. Jan. 1, 1968; agreement to expire June 30, 1968.

Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC): 3-yr. agreement covering 1,400 empl.—wage increases of 15¢ an hr. retroactive to June 1, 1965, 4% (minimum of 10¢ an hr.) eff. March 1, 1966, 10¢ an hr. eff. Dec. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Sept. 1, 1967; 15¢ an hr. eff. May 1, 1966 or upon adoption of 7-day operation whichever is sooner; additional adjustments for tradesman of 10¢ an hr. retroactive to June 1, 1965 and 5¢ an hr. eff. May 1, 1966; 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61, 3 wks. at 62, 4 wks. at 63, and 5 wks. at 64; rate for labourer Sept 1, 1967 will be $2.63 an hr.; agreement to expire May 31, 1968.

Calgary General Hospital, Calgary, Alta.—Public Empl. (CLC): 2-yr. agreement covering 600 empl.—general wage increases of 4% retroactive to Jan. 1, 1965 and 4% eff. Jan. 1, 1966; rate for food server, and hospital assistant Jan. 1, 1966 will be $1.25 an hr.; agreement to expire Dec. 31, 1966.

Canada & Dominion Sugar, Montreal, Que.—Bakery Wkrs. (CLC): 18-mo. agreement covering 500 empl.—general wage increases of 11¢ an hr. retroactive to Sept. 1, 1965, additional 6¢ an hr. eff. Oct. 10, 1965 for tradesman and power house empl., 6¢ an hr. and 3¢ an hr. additional for tradesman and power house empl. eff. Sept. 1, 1966; half-day off before Christmas and half-day off before New Year's for a total of 9 paid holidays; 3 wks. vacation after 9 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); severance pay for empl. with 4 yrs. of service or more to be 40 hrs. for each yr. of seniority to a maximum of $400; employer contribution to welfare plan to be 3½¢ an hr. (at present 3¢) eff. in 1965 and 4¢ an hr. eff. Sept. 1, 1966; new sick leave plan provides for half-day with pay per mo. of service to a maximum of 5 days per yr., not accumulative beyond 1 yr., and to be payable after 7 days' absence medically certified; rate for labourer Sept 1, 1966 will be $2.21 an hr.; agreement to expire Feb. 28, 1967.

Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,010 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.), 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. May 1, 1966 and 5 wks. vacation after 25 yrs. of service (new provision) eff. May 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61, 3 wks. at 62, 4 wks. at 63, and 5 wks. at 64 eff.

Jan. 1, 1968; sickness benefits to be payable up to 52 wks. (formerly 26 wks.) with waiting period reduced to 2 days (formerly 14 days); Rand formula introduced; rate for labourer Aug. 1, 1967 on 7-day operation will be $2.63 an hr.; agreement to expire April 30, 1968.

Consolidated Paper, Grand'Mere, Que.—Papermakers (AFL-CIO, CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO CLC): 3-yr. agreement covering 620 empl.—terms similar to Cap de la Madeleine and Three Rivers settlement.

Consolidated Paper, Port Alfred, Que.—Pulp & Paper Wkrs. Federation (CNTU): 3-yr. agreement covering 550 empl.—terms similar to Cap de la Madeleine and Three Rivers settlement; retirement income plan to be modified and integrated with Quebec Pension Plan; rate for labourer Aug. 1, 1967 on 6-day operation will be $2.48 an hr.; agreement to expire April 30, 1968.

Consolidated Paper, Shawinigan, Que.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO CLC): 3-yr. agreement covering 630 empl.—terms similar to Cap de la Madeleine and Three Rivers settlement.

Copper Rand Chibougamau Mines, Chibougamau, Que.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 520 empl.—settlement pay of $30 for empl. completed probationary period; wage increases of 10¢ an hr. eff. Oct. 5, 1965, 4¢ an hr. eff. Aug. 1, 1966, 4¢ an hr. eff. Feb. 1, 1967, 3¢ an hr. eff. Aug. 1, 1967 and 3¢ an hr. eff. Feb. 1, 1968; 3 wks. vacation after 12 yrs. of service with 6% vacation pay (new provision); rate for labourer Feb. 1, 1968 will be $2.53 an hr.; agreement to expire Sept. 1, 1968.

Dominion Glass, Montreal, Que.—Glass & Ceramic Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—general wage increases of 10¢ an hr. retroactive to Sept. 1, 1965, 7¢ an hr. eff. Sept. 1, 1966, 4¢ an hr. eff. March 1, 1967, 7¢ an hr. eff. Sept. 1, 1967 and 3¢ an hr. eff. March 1, 1968; additional wage increase for female empl. of 3¢ an hr. retroactive to Sept. 1, 1965; afternoon and night shift premiums increased to 8¢ and 10¢ an hr. respectively (formerly 7¢ and 9¢); Boxing Day to be ninth paid holiday; agreement to include an additional paid holiday in third yr., making a total of 10; 3 wks. vacation after 10 yrs. of service (at present after 12 yrs.) eff. Jan. 1, 1966 and 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) eff. Jan. 1, 1967; employer contributions toward sickness and accident insurance to be increased to $4.71 a mo. (formerly $4.30) for single empl. and to $10.88 a mo. (formerly $9.90) for married empl. in first yr. of agreement and to $5.27 a mo. for single empl. and to $12 a mo. for married empl. in second yr.; agreement to expire Aug. 31, 1968.

Donohue Brothers Limited, Clermont, Que.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO CLC): 22-mo. agreement covering 500 empl. Wage increases of 21¢ an hr. retroactive to Aug. 1, 1965 and 7¢ an hr. eff. Aug. 1, 1966 for labourer; wage increases of $1.85 a day retroactive to Aug. 1, 1965 and 34¢ a day eff. Aug. 1, 1966 for cook; wage increases of $1.55 a day retroactive to Aug. 1, 1965 and $1.29 a day eff. Aug. 1, 1966 for assistant cook; cord rate increased to $7.20 (formerly $6.90) retroactive to Aug. 1, 1965 and to $7.30 eff. June 1, 1966; provision for 10¢ per cord subsidy to cover replacement of broken chains on chain saws; work wk. to be 50 hrs. (at present 54 hrs.) eff. Aug. 1, 1965 and 48 hrs. eff. June 1, 1966; improvements in vacation pay; rate for labourer Aug. 1, 1966 will be $1.52 an hr.; agreement to expire May 31, 1967.

Fittings Limited, Oshawa, Ont.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 630 empl.—wage increases of 10¢ an hr. eff. Oct. 8, 1965, 6¢ an hr. eff. May 1, 1966, 4¢ an hr. eff. Nov. 1, 1966, 6¢ an hr. eff. May 1, 1967, and 4¢ an hr. eff. Nov. 1, 1967; employer contribution toward PSI and Ontario hospital insurance to be 54% of premiums eff. Oct. 8, 1965, 77% eff. May 1, 1966 and 100% eff. May 1, 1967; rate for labourer Nov. 1, 1967 will be $2.27 an hr.; agreement to expire April 30, 1968.

Great Lakes Paper, Fort William, Ont.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO): 3-yr. agreement covering 1,090 empl.—general wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; additional adjustments for tradesman; evening and night shift premiums to be 9¢ and 12¢ an hr. respectively (at present 8¢ and 11¢) eff. Feb. 1, 1966 and 10¢ and 13¢ an hr. respectively eff. Nov. 1, 1966; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) eff. Jan. 1, 1966, 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966 and 5 wks. vacation after 25 yrs. of service (new provision) eff. Jan. 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61, 3 wks. at 62, 4 wks. at 63, and 5 wks. at 64 eff. Jan. 1, 1968; employer contribution towards hospital-medical-surgical and weekly indemnity plans to be increased for single empl. to $6.25 a mo. eff. May 1, 1965 and for married empl. to $12.50 a mo.; jury duty supplement; provision for severance pay of 1% of an empl. total earnings for the last full period of continuous service; provision for not less than 60 days' notice to the unions of technological changes and/or automation that will result in significant changes in the employment status of empl. and for discussion and consideration of such measures as early retirement, retraining, transfer, etc.; wage rate

for empl. who is set back to lower-paid job due to technological change to be maintained for 3 mos., and to be adjusted midway between previous rate and rate for new job for a further 3 mos., after which the rate of the new permanent job will apply; rate for labourer on 6-day operation Aug. 1, 1967 will be $2.48 an hr.; agreement to expire April 30, 1968.

Great Western Garment Co., Edmonton, Alta.—United Garment Wkrs. (AFL-CIO CLC): 3-yr. agreement covering 1,590 empl.—average wage increase of 5.58¢ an hr.; rate for "bundle and numbering girls" to be $1 an hr. and rate for "shipping and stockroom empl." to be $1.25 an hr.; agreement to expire Oct. 15, 1965.

Hospitals (11), Chandler, Gaspe, Maria, Matane, Mont Jolie, Montmagny, Notre Dame du Lac, Rimouski, Riviere du Loup & Ste. Anne des Monts, Que.—Service Empl. Federation (CNTU) (non-professional & nurses at Chandler): new agreement covering 2,500 empl. –wage increases ranging from $5 to $27 a wk. retroactive to May 1, 1965; agreement stipulates work wk. of 35 hrs. for office staff, 37½ hrs. for ward aides, 40 hrs. for manual wkrs. and 44 hrs. for maintenance empl.; 10 paid holidays; 2 wks. vacation after 1 yr. of service, 3 wks. after 3 yrs., and 4 wks. after 12 yrs.; agreement to expire Dec. 31, 1965.

Hotel Chateau Frontenac (CPR), Quebec, Que.—Railway, Transport & General Wkrs. (CLC): 3-yr. agreement covering 600 empl. –wage increases of 5¢ an hr. eff. Oct. 21, 1965, 3¢ an hr. eff. Nov. 1, 1966 and 3¢ an hr. eff. Nov. 1, 1967, and additional wage adjustments for skilled tradesmen in engineering and maintenance departments, and for skilled cooks; St. Jean de Baptiste Day to be eighth paid holiday; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.); agreement to expire Aug. 31, 1968.

Hotels & taverns (various), Toronto, Ont.—Hotel Empl. (AFL-CIO CLC) (beverage dispensers): 3-yr. agreement covering 960 empl.—wage increases of $2 a wk. eff. Nov. 1, 1965, $2 a wk. eff. Nov. 1, 1966 and $2 a wk. eff. Nov. 1, 1967 for male and female stool bartenders and waiters; wage increases of $3 a wk. eff. Nov. 1, 1965, $3 a wk. eff. Nov. 1, 1966 and $3 a wk. eff. Nov. 1, 1967 for male and female bartenders; wage increases of $4 a wk. eff. Nov. 1, 1965, $4 a wk. eff. Nov. 1, 1966 and $4 a wk. eff. Nov. 1, 1967 for male and female tapmen; work wk. to be 40 hrs. (formerly 42 hrs.) Nov. 1, 1965; employer to pay full premium of Ontario hospital insurance (formerly employer-paid premium with provision that future premium increases shared 50%); employer to contribute $10 a mo. and empl. to pay $2 a mo. for health and welfare plan (formerly employer-paid premium with provision that future premium increases shared 50%); 2 days' bereavement leave; rate for waiter Nov. 1, 1967 will be $61 a wk.; agreement to expire Nov. 1, 1968.

KVP Company, Espanola, Ont.—Papermakers (AFL-CIO CLC), Pulp & Paper Mill Wkrs. (AFL-CIO-CLC) & IBEW (AFL-CIO CLC): 3-yr. agreement covering 710 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966, 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967 and 3¢ an hr. eff. Jan. 1, 1968; wage increases of 5¢ an hr. eff. Dec. 1, 1965, 5¢ an hr. eff. Dec. 1, 1966 and 5¢ an hr. eff. Dec. 1, 1967 for 7-day operation; afternoon and night shift differentials increased to 10¢ and 13¢ an hr. respectively (formerly 8¢ and 11¢); 5 wks. vacation after 25 yrs. of service (new provision); provision for jury duty supplement; guarantee against layoff during the term of the agreement as a result of automation or technological change; rate for labourer Jan. 1, 1968 will be $2.63 an hr. for 7-day operation; agreement to expire April 30, 1968.

Kingsway Transport, Smith Transport & others, Montreal, Que. & other centres—Teamsters (Ind.): 3-yr. agreement covering 2,000 empl.—wage increases of 20¢ an hr. in first yr. of agreement, 17¢ an hr. in second yr. and 14¢ an hr. in third yr. (17¢ an hr. in third yr. for out-of-town terminal empl.); weekly hrs. of work to be reduced from 50 to 48 in first yr. of agreement, to 46 in second yr. and to 44 in third yr.; deferment of Part 1, Section 5 (1) of Canada Labour Code until Jan. 1, 1967; Boxing Day to be ninth paid holiday; 2 wks. vacation after 1 yr. of service (formerly after 9 yrs.) and 4 wks. vacation after 25 yrs. of service (new provision); company contribution toward group welfare plan to be increased to $10 a mo. (formerly $7) and empl. contribution to be $5; rate for tractor driver in third yr. of agreement will be $2.37 an hr.; agreement to expire Sept. 30, 1968.

Noranda Mines, Noranda, Que.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 1,350 empl.—settlement pay of $20 from Sept. 7, 1965 to Oct. 14, 1965; wage increases of 7% (minimum of 14¢ an hr.) eff. Oct. 15, 1965, 4% eff. Oct. 15, 1966 and 4% eff. Oct. 15, 1967; 8 paid holidays (formerly 7); 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); 3 wks. vacation after 14 yrs. of service (at present 15 yrs.) in 1966, after 13 yrs. in 1967 and after 12 yrs. in 1968; afternoon and night shift premium to be 5¢ and 10¢ an hr. respectively (new provision); company-paid life insurance increased to $4,000 (formerly $3,000); weekly indemnity increased to $45 (formerly $35) payable up to 26 wks.; rate for surface labourer will be $2.04 an hr. Oct. 15, 1967; agreement to expire Oct. 16, 1968.

Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—retroactive pay of 10¢ an hr. for hrs. worked from May 15, 1965 to Oct. 7, 1965; wage increases of 12¢ an hr. eff. Oct. 8, 1965, 5¢ an hr. eff. May 1, 1966 and 12¢ an hr. eff. May 1, 1967; additional adjustments for tradesman of 15¢ an hr. eff. Oct. 8, 1965, 5¢ an

hr. eff. May 1, 1966 and 12¢ an hr. eff. May 1, 1967; 2 wks. vacation after 1 yr. of service; 3 wks. after 12 yrs. in first yr. of agreement and after 10 yrs. in second yr. of agreement; afternoon and night shift premium increased to 5¢ and 7¢ an hr. respectively (at present 3¢ and 5¢); Sunday premium of 15¢ an hr. introduced; employer to pay 60% of the premium for the welfare plan in second yr. of agreement (at present 50%); provision for dues shop; rate for labourer May 1, 1967 will be $2.41 an hr.; agreement to expire July 2, 1968.

Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC): 3-yr. agreement covering 1,320 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 5¢ an hr. for classifications other than tradesman on continuous operations eff. Nov. 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966, 5¢ an hr. for classifications other than tradesman on continuous operations eff. May 1, 1967 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; 3 wks. vacation after 8 yrs. of service eff. Jan. 1, 1966 (at present after 10 yrs.) and 5 wks. after 25 yrs. (new provision) eff. Jan. 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61, 3 wks. at 62, 4 wks. at 63 and 5 wks. at 64 eff. Jan. 1, 1968; employers to continue their level of financing of the hourly empl. standard retirement plan in addition to the 1.8% employer contribution required under the Canada Pension Plan, and any future additional cost imposed by law on the companies may be offset by reductions in the companies' contributions to the hourly empl. standard retirement plans; combined total retirement benefits provided by present company plan and Canada Pension Plan of Jan. 1, 1966 shall not be reduced; rate for labourer on 7-day operation Aug. 1, 1967 will be $2.68 an hr.; agreement to expire April 30, 1968.

University Hospital, Saskatoon, Sask.—Building Service Empl. (AFL-CIO/CLC): wage settlement arising from wage re-opener in 2-yr. agreement covering 650 empl. and expiring Dec. 31, 1965—wage increases ranging from $10 a mo. to $20 a mo. eff. Sept. 1, 1965 to Dec. 31, 1965; rate for male porter becomes $260 a mo.

University of Saskatchewan, Saskatoon, Sask.—CLC-chartered local: 1-yr. agreement covering 840 empl.—general wage increase of 4% for empl. other than tradesman and of 5% for tradesman; weekly hrs. of work to be reduced to 40 for farm, poultry and horticulture empl.; 4 wks. vacation after 19 yrs. of service (at present after 20 yrs.) eff. Jan. 1, 1966, after 18 yrs. of service eff. Jan. 1, 1967, after 17 yrs. of service eff. Jan. 1, 1968, after 16 yrs. of service eff. Jan. 1, 1969 and after 15 yrs. of service eff. Jan. 1, 1970; provision for job security concerning automation; rate for labourer becomes $327 a mo.; agreement to expire June 30, 1966.

Victoria Hospital, London, Ont.—Building Service Empl. (AFL-CIO/CLC): arbitration award providing 1-yr. agreement covering 700 empl.—settlement pay of $94.50 for unskilled empl. and $189 for skilled empl. from Dec. 1964; wage increases of 6¢ an hr for unskilled empl. and 12¢ an hr. for skilled empl. retroactive to Oct. 10, 1965 and 6¢ an hr. for unskilled empl. and 12¢ an hr. for skilled empl. eff. Jan. 1, 1966; 4 wks. vacation after 20 yrs. of service (new provision); modified Rand formula introduced; rate for male cleaner Jan. 1, 1966 will be $256.22 a mo.; agreement to expire Oct. 11, 1966.

Training for Rehabilitation Workers

Two successful events held in recent months provided training to workers in rehabilitation programs. Annual conference on mental retardation held in Saskatoon; Ben Parks Centre opened

The success of any project is, in a large measure, dependent upon the quality of the staff employed to implement the program. It is of interest, therefore, to note efforts that are being made to provide training to workers in the rehabilitation program.

Two highly successful events in this field have taken place in recent months. The first was the training course in rehabilitation held in Winnipeg at the beginning of June. Eight provinces were represented. During the 17 working days of the course, the participants discussed a broad range of subjects, including such aspects of rehabilitation as daily living, ambulation, self help, techniques for evaluating the individual's potential, treatment, therapy and counselling. Specific disabilities, such as blindness, cerebral palsy, paraplegia, mental retardation and mental illness were also studied. Throughout the course particular emphasis was laid on the vocational training and placement in employment of disabled persons.

This course was sponsored by the Canadian Rehabilitation Council for the Disabled and had the co-operation and support of the Federal—Provincial Vocational Rehabilitation Program and the University of Manitoba.

The second was a training course for managers and senior staff of sheltered workshops and training centres for the mentally retarded. This course was sponsored by the Ontario Association for the Mentally Retarded, and it also had the support of provincial and federal rehabilitation authorities. This course was given at Brock University in St. Catharines.

About 40 persons took advantage of this opportunity to increase their qualifications. They represented over 35 different workshops or training centres in Ontario.

Lectures covered many phases of workshop operation and management, the physical and psychological aspects of mental retardation, social adjustment, assessment, evaluation, and preparation for employment of workshop clients.

Annual Conference

Canadian Association for Retarded Children "Searching—Seeking" was the theme of the 8th National Conference on Mental Retardation in Saskatoon, Sask. The conference, sponsored by the Canadian Association for Retarded Children, was attended by some 450 delegates from across Canada.

The three days of the program included two types of sessions; one for the general delegates, and the other for special study groups. The sessions dealt with all aspects of association work from adult services to religious education, and touched on the areas of activity of the newly launched national crusade for Canada's mentally retarded.

One of the highlights of the conference was the address by Robert Jaques, President of the Canadian Association. He stated that although the cause of the mentally retarded had reached new heights, there was still a long way to go—only a good beginning has been made. "It has been a busy year, an exciting year—one in which there has been significant progress and one in which we have seen the foundation laid for even more dramatic advances in the near future", he said.

Ben Parks Training Centre Opened

On September 30, the new Ben Parks Training Centre of the Society for Crippled Civilians in Toronto was officially opened. The ribbon cutting ceremony was performed by Miss Joanne O'Hanley, a victim of cerebral palsy, who is a trainee at the centre. The reason for the selection of this young lady is best expressed by the inscription on the stainless steel plaque that was unveiled during the dedication ceremony by the Hon. W. Earl Rowe, Lieutenant Governor of Ontario. It reads, "Officially opened by Joanne O'Hanley who, because of her cheerful acceptance of her disability and determination to help herself, is representative of the community handicapped and disabled to whom the society dedicates its efforts and services."

The Society for Crippled Civilians has been operating a sheltered workshop and training centre on Duke Street. The addition of this three-storey training centre round the corner, but adjacent to the original centre, will add much needed space for an enlarged program.

The Society for Crippled Civilians operates the largest workshop in Canada, giving work and training to over 300 persons daily.

The new centre was named in honour of the man who "guided the society for a quarter of a century through some of its most difficult periods—who conceived and put into effect many of its basic programs and policies—and whose vision, concerning handicapped merits and needs, encompassed the full spectrum of community effort" as W. Struan Robertson, Q.C., said in paying tribute to Mr. Parks during the ceremonies.

More About the Older American Worker

Studies made by the United States Bureau of Labor Standards show lack of education is barrier to employment of displaced workers who find it strange and difficult to return to school

Forms of discrimination in employment on account of age, analyzed in the report of the United States Secretary of Labor to Congress entitled, "The Older American Worker", were dealt with on this page last month; and comments and excerpts from the report will be continued in this article and in several more to follow.

That lack of education is a barrier to employment is confirmed by studies made by the United States Bureau of Labor Statistics in 1962 and 1963 of displaced workers in five different industries: petroleum refining, foundries, and manufacturing of automobile equipment, glass jars, and floor coverings. The older displaced workers, who had completed high school, suffered substantially less unemployment than those who had not.

Many older workers find it strange and difficult to return to school after many years of work and life, the report points out. Experience in serving older people clearly showed that special efforts were needed to help them over the hurdle of going back even to some form of schooling designed for adults, and special programs under the U.S. Manpower Development and Training Act were being prepared for this purpose, with the aid of the National Council on Aging. As a result of these efforts it had become clear that training must be accompanied by special assistance in job placement and development.

Jobs Are Different

Technological change, the report says, affects the older worker's employability, not so much directly as in its influence on his environment. Under new technology, jobs are different from those for which the older worker was trained and in which he acquired his experience. New jobs are often in places to which younger, more mobile workers are attracted; and, conversely, many older workers are entrenched in areas from which jobs have disappeared.

When new technology displaces older industries, plants and job methods, older workers are especially vulnerable to the changes that follow. They are often doing jobs, and working in plants established a generation or two ago. Their skills and experience are not always transferable, and the new plants and industries are often far away from the old ones.

For example, as new fuels have supplanted coal, and as coal mining technology has improved, older miners have been stranded far from new centres of opportunity. Many of the older consumer-goods manufacturing industries have shifted away from the long-established centres of population in response to new markets and new technology. Older workers displaced as a result of these shifts have often been stranded in the declining areas.

This displacement of older workers, the report explains, is true not only in declining or depressed areas, but of older workers, generally wherever technology changes the character of geographic location of their jobs.

Special Programs

These changes in technology and in the location of industry, it says, have also left older industries with an unusually high proportion of older workers. This in turn has given rise to special programs for compulsory or early retirement in declining industries—and even in stable or growing industries during periods of economic downturn—designed to open opportunities for younger workers.

The pace of technological change, and its effect on the growth and decline of industries, has meant not only changes in the jobs that men hold, but more frequent job changes during their working lives.

The report states emphatically that there is no evidence that unusual numbers of older workers fail to obtain work because of any well founded expectations about their lower productivity. Obviously individuals in all age groups fail to pass a variety of aptitude and other entrance tests. But there was no evidence that older workers' experience in this respect was different from that of the population generally, except for the better showing of younger, better-educated workers in tests in which more modern education and experience gave an advantage.

This series of articles based on "The Older American Worker" will be continued next month.

Law On Sex Discrimination in Employment

U.S. Civil Rights Act, effective in July this year, makes it unlawful for employer to discriminate in hiring policies on the basis of race, colour, religion, sex or national origin

Title VII of the United States Civil Rights Act, 1964, effective July 2, 1965, deals with provisions for "Equal Employment Opportunity". It prohibits employers in interstate commerce from discriminating against job applicants or employees because of "sex" as well as the other factors of race, colour, religion or national origin.

The legislation applies to employers of 100 persons or more the first year, 75, 50 and 24, respectively, in each of the succeeding years.

The Act makes it unlawful for an employer to discriminate in hiring policies on the basis of race, colour, religion, sex or national origin. Practices such as segregation or classification of employees limiting employment opportunities and admission to apprenticeship or training programs, publication of advertisements indicating preference, or discrimination against a new job applicant who has opposed unlawful practices under the Act are prohibited by the legislation.

Obligations are similarly placed on employment agencies, including the U.S. Employment Service, in their referral operations, and on labour organizations in their membership policies.

Exemptions

Exceptions are made where religion, sex or national origin is a "bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise". Race and colour are not included as bona fide occupational qualifications.

Exempted from coverage are private membership clubs, religious educational institutions, employees of an educational or a religious institution who further the educational or religious activities of such institution, and Indian tribes.

Failure on the part of an employee to have security clearance, where the employer is subject to a government contract requiring such clearance, constitutes a valid exemption from the provisions.

The employer is permitted also to perform independently in hiring and promotion activities on the results of professionally developed ability tests, seniority and merit systems.

The Act provides for establishment of the Equal Employment Opportunity Commission consisting of five members, appointed by the President, with the obligation to report annually to Congress and the President. The Commission is empowered to settle grievances on written charge by an aggrieved person, or by an EEOC Commissioner.

The legislation makes provision for handling of complaints through state fair employment practices agencies within certain time limits, as well as provision for agreements with state agencies to relinquish all or part of their jurisdiction. Thirty-two states, plus D.C., have some form of FEP legislation, nine of which (plus D.C.) prohibit discrimination on the basis of sex. In most instances the "sex" provision is recent, having been enacted following passage of the federal Act in 1964.

Although eventual recourse is to the courts, and the Commission is imbued with the powers of a court, limits are so designed as to give maximum encouragement to voluntary compliance.

It is hoped that employers of women workers will henceforth refrain from entering into agreements restricting females from training programs, establishing separate seniority lists for male and female workers, and denying women equal consideration for merit increases. The practice of separating job classifications into "light" and "heavy" in a mixed department, thus providing two rates of pay for men and women, but one rate in an all-male department, where work is also light and heavy, is another area of abuse which hopefully will be discontinued.

Enforcement

The Commission has already been faced with the question of enforcement practices regarding prohibition of advertising for job vacancies indicating preference based on sex. It hopes to clarify its interpretation of a "bona fide occupational qualification". The intention is to require newspapers to make it clear that classification of advertisements into "male" and "female" columns is not intended to exclude the opposite sex; and the advertiser will be obliged to indicate in the ad that men and women will be considered for the job.

TEAMWORK in INDUSTRY

Dr. John J. Deutsch, chairman of the Economic Council of Canada, has described the role of the Labour-Management Co-operation Service as essential to joint consultation at the local level.

In an exclusive interview with Teamwork in Industry, Dr. Deutsch outlined the work of the Economic Council and the part played by LMCS in labour-management relations.

"The Labour-Management Co-operation Service has a very important educational role in labour-management co-operation. We, at the Economic Council level, can only deal in an advisory capacity and at the top level.

"The LMCS can take our Economic Council reports, and all other such reports, to labour and management.

"It is up to you to ask: what does it mean; what does it say; how can we say it for labour-management committees at the plant level; how can we appeal to these committees. The Labour-Management Co-operation Service has a definite function to perform.

"It is up to the LMCS to encourage labour-management philosophy at the plant level."

Dr. Deutsch stated that Canada is in a peculiar position, compared to Europe, as labour and management in Canada are decentralized. He noted that labour had some centralization through its large unions but that management had no such centralization.

"We have to recognize this in our planning" Dr. Deutsch added.

"The Council's committee (on labour-management relations) found that the idea of continuing consultation at the top level, as in Europe, is not feasible in this country. There is just too much country to span. This led to a conference conclusion that, partly because of our decentralization, there is a need for a great deal of education and information to be widely disseminated.

"We must get this information and research down to the local groups. Partly because we are faced with this decentralization, education must be fed from the bottom up. This is a great deal more effective and there is much information available.

"Only on this basis, of labour-management co-operation at the local level, can we have a common understanding.

"Labour-management problems should be subject to more study and discussion between labour and management on a continuing basis and not confined to the crisis time of bargaining. That is not the time.

"But there must be methods of discussing common problems. Labour and management should develop procedures for continual discussion of the common factors between them.

"There are many avenues of common interest such as technical changes. Both should be preparing an understanding of these changes.

* * *

William H. Cranston, chairman of the Economic Council of Ontario, told Teamwork that "Labour-management committees not only give employees a direct channel of communication to management but also serve as a useful check. . . ."

Mr. Cranston, as president of the Shoe Corporation of Canada, was referring to labour-management co-operation committees in his own company when he added "Through this channel of communication we make employees active participants in our overall operation. They realize that increased quality productivity is not only of benefit to the company but also directly to each employee."

The Shoe Corporation of Canada owns Fern Shoe of Penetanguishene and Midland Footwear of Midland, both located in the Georgian Bay area of Ontario.

Both companies have had labour-management co-operation committees for four years.

Both Bernard Ladouceur, president of Local 1535, and Lloyd Leroux, president of Local 1534, Textile Workers Union of America, CLC, are pleased with the results of joint consultation.

Mr. Leroux stated "The main function of this committee is to find out what's bothering the company and what's bothering us and then try to solve these problems."

Mr. Ladouceur added "Production was our greatest worry but there the company is doing a wonderful job. We now have continuous employment without layoffs . . . It used to be different but we understand each other better now. We know the company needs better quality shoes to meet competition and keep orders coming. We are doing our best."

Establishment of Labour Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for five days during September. The Board granted 13 applications for certification, ordered one representation vote and rejected four applications for certification. It also granted one application for revocation of certification and rejected one such application. During the month, the Board received 15 applications for certification, two applications for revocation of certification and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. Canadian Union of Public Employees, on behalf of a unit of police men employed by The Hamilton Harbour Commissioners, Hamilton, Ont. (L.G., Aug., p. 732; June, p. 524). The International Longshoremen's Association had intervened. The Board adopted reasons for judgment relating to the decision (see reasons for judgment, p. 1076).

2. Canadian Air Line Dispatchers Association, on behalf of a unit of flight dispatchers employed by Nordair Ltd., Montreal International Airport, Dorval, Que. (L.G., Aug., p. 734). The Union of Employees of Nordair (C.N.T.U.) had intervened.

3. Carmacks & District Mine and Mill Workers, Local No. 1044 of the International Union of Mine, Mill & Smelter Workers (Canada), on behalf of a unit of employees of Discovery Mines Limited, La Forma Mine, Carmacks, Y.T. (L.G., Aug., p. 734).

4. Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Corkery & Purcell Freight Lines Limited, Ottawa, Ont. (L.G., Sept., p. 815).

5. International Longshoremen's Association, Local 1917, on behalf of a unit of harbour service employees employed by Waterman's Service (Scott) Limited, in the Port of Toronto (L.G., Sept., p. 816).

6. Mayo District Mine, Mill & Smelter Workers, Local Union 924 of the International Union of Mine, Mill & Smelter Workers, (Canada) Elsa, Y.T., on behalf of a unit of industrial catering employees of Western Catering Ltd., employed in connection with the Yukon Territory operations of United Keno Hill Mines Limited (L.G., Sept., p. 816).

7. Canadian Merchant Service Guild, on behalf of a unit of deck officers employed aboard the vessel *Liquilassie* by Porter Shipping Limited, Toronto, Ont. (L.G., Oct., p. 931).

8. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed aboard the S.S. *G.G. Post* by Silloc Limited, Port Colborne, Ont. (L.G., Sept., p. 816).

9. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hubert Transport Inc., working in and out of its terminals at Ste. Therese de Blainville and Montreal in Quebec and Toronto in Ontario (L.G., Sept., p. 816).

10. International Union of District 50, United Mine Workers of America, Local Union 15410, on behalf of a unit of unlicensed employees of North Shipping and Transportation Ltd., Quebec, Que., employed aboard the M.V. *Ste-Foy* and M.V. *Charny* (L.G., Oct., p. 931).

11. International Union of District 50, United Mine Workers of America, Local Union 15405, on behalf of a unit of mates and marine engineers of North Shipping and Transportation Ltd., Quebec, Que., employed aboard the M.V. *Ste-Foy* and M.V. *Charny* (L.G., Oct., p. 931).

12. National Union of Longshoremen of Ha! Ha! Bay, Inc., (C.N.T.U.), on behalf of a unit of sailors employed by Saguenay Terminals Limited, Port Alfred, Que., aboard the tugs *Port Alfred* and *Bagotville* (L.G., Oct., p. 931).

13. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed employees employed by Swiftsure Towing Company, Ltd., New Westminster, B.C., aboard its towboats (see applications for certification received, p. 1075).

Representation Vote Ordered

Brotherhood of Locomotive Firemen and Enginemen, applicant, Toronto, Hamilton and Buffalo Railway Co., Hamilton, Ont.,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

respondent, and Brotherhood of Locomotive Engineers, intervener (locomotive engineers) (L.G., Sept., p. 816). The Board directed that the names of the applicant and the intervener appear on the ballot. (Returning Officer: S. Emmerson).

Applications for Certification Rejected

1. Local 955, International Union of Operating Engineers, applicant. The Consolidated Mining and Smelting Company of Canada Limited, Pine Point, N.W.T., respondent, and Local 802, International Union of Mine, Mill & Smelter Workers (Canada), intervener. (L.G., Sept., p. 815.) The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. Ready Mix, Building Supply, Hydro & Construction Drivers, Warehousemen and Helpers Local Union 230 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Amyot Ready Mix Co., Ltd., Hull, Que., respondent (L. G., Aug., p. 734). The Board found that the respondent's business or undertaking is essentially the manufacture of ready mix concrete, which is completed within the Province of Quebec. In consequence, the Board is of the opinion that the respondent's undertaking is not one that falls within the provisions of Section 53(b) of the Industrial Relations and Disputes Investigation Act.

3. Local 504, International Longshoremen's and Warehousemen's Union, Canadian Area, applicant and Island Tug & Barge Limited, respondent (L.G., Aug., p. 734). The application was rejected for the reason that on the evidence there is only one employee remaining in the proposed bargaining unit, and that the Board, accordingly, finds that one employee does not constitute a "group of employees" as defined in Section 2(3) of the Industrial Relations and Disputes Investigation Act.

4. Canadian Union of Public Employees, applicant and the Hamilton Harbour Commissioners, Hamilton, Ont., respondent (L.G.,

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Oct., p. 931). The application, which covered a unit of office employees, was rejected for the reason that the applicant did not produce evidence of a majority membership satisfactory to the Board.

Applications for Certification Received

1. United Packinghouse, Food and Allied Workers, on behalf of a unit of office employees employed by Robin Hood Flour Mills Limited at its Humberstone Plant, Port Colborne, Ont. (Investigating Officer: S. Emmerson).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Swiftsure Towing Company, Limited, New Westminster, B.C. (Investigating Officer: J. D. Meredith). (see applications for certification granted (p. 1073).)

3. Commercial Telegraphers' Union, Division No. 43, on behalf of a unit of toll operators employed by Canadian National Railways, Telecommunications Department (Investigating Officer: S. Emmerson).

4. Amalgamated Transit Union, Division 1374, on behalf of a unit of employees of Canadian Coachways, Ltd., Edmonton, Alberta. (Investigating Officer: J. D. Meredith).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Coast Marine Towing and Salvage Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

6. International Longshoremen's Association, Local 1925, on behalf of a unit of shed employees of Brown & Ryan Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

7. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of driver/operators employed by Arrow Transit Lines Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

8. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of driver/helpers employed by Arrow Transit Lines, Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

9. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel on the ferry *La Marjolaine* employed by Cartier Navigation Company, Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

10. Oil Chemical and Atomic Workers International Union, (Local 9-14), on behalf of a unit of janitresses and janitors employed by Polymer Corporation Limited, Sarnia, Ont. (Investigating Officer: S. Emmerson).

11. National Union of Employees of Rod Service (C.N.T.U.), on behalf of a unit of employees of Rod Service Ltée-Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

12. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of St. Hyacinthe Express Inc., St. Hyacinthe, Que. (Investigating Officer: R. L. Fournier).

13. International Longshoremen's Association, Local 1926, on behalf of a unit of shed employees of Eastern Canada Stevedoring (1963) Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

14. Canadian Transportation Workers' Union No. 192, N.C.C.L., on behalf of a unit of employees of Overnite Express Ltd., Hull, Que. (Investigating Officers: G. W. A. Lane and A. F. Tulloch).

15. The Board of Employees of John Kron & Son Limited, on behalf of a unit of employees at the Winnipeg Terminal of John Kron & Son Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

Applications for Revocation of Certification Received

1. Fred Augerman, applicant, Maple Leaf Broadcasting Company Limited, Hamilton, Ont., respondent, and National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of the certification issued by the Board on December 20, 1963 to the respondent union in respect of a unit of maintenance technicians and program operators at Radio Station CHML, Hamilton, (L.G., Feb., 1964, p. 127).

2. Michael Tapp and Victor Rostad, applicants, Taggart Service Limited, Ottawa, Ont., respondent, and Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 91, General Truck Drivers, Local Union 938, and Transport Drivers, Warehousemen and Helpers Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, respondent. The application was for the revocation of the Board's order of July 27, 1964 certifying the respondent unions as the bargaining agent for a unit of employees of the respondent company (L.G., Sept., 1964, p. 797 and p. 800).

Applications for Certification Withdrawn

1. Office Employees' International Union, Local No. 131, applicant, and Pickford & Black Limited, Toronto, Ont., respondent (L.G., May, p. 424).

2. Canadian Maritime Union, applicant and Providence Shipping Company Limited, Nassau, The Bahamas, respondent, with the Algoma Central & Hudson Bay Railway Company, Sault St. Marie, Ont. as operating agents (L.G., Oct., p. 931).

Application for Revocation of Certification Granted

The Board granted an application for revocation of certification affecting F. Barkwell, *et al,* applicants, Liquid Cargo Lines Limited, Clarkson, Ont., respondent and the General Truck Drivers Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L.G., Sept., p. 817).

Application for Revocation of Certification Rejected

The Board rejected an application for revocation of certification affecting Alfred J. K. Penz, *et al,* applicants, British Columbia Television Broadcasting System Ltd., (formerly Vantel Broadcasting Co. Ltd.), respondent, and International Alliance of Theatrical Stage Employees of Moving Picture Machine Operators of the United States and Canada, respondent. The evidence did not warrant the Board reaching the opinion that the certified bargaining agent no longer represents a majority of employees in the unit for which it was certified (L.G., July, p. 638).

Reasons for Judgment

in application for certification affecting

Canadian Union of Public Employees — Applicant
Hamilton Harbour Commissioners — Respondent
International Longshoremen's Association — Intervener

The Board consisted of A. H. Brown, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald and Harry Taylor, members. The judgment of the Board was delivered by the chairman.

This is an application for certification made under the Industrial Relations and Disputes Investigation Act.

The applicant applied to be certified as bargaining agent for a unit of employees of the respondent, comprising all employees of the respondent at Hamilton, Ont., including manual and maintenance employees, office employees, and members of the respondent's police force, subject to the exclusion of specified classifications of employees considered by the applicant to exercise management functions or to be employed in a confidential capacity in matters relating to labour relations.

After a hearing before this Board on the application, the Board found a unit of manual, maintenance and harbour employees of the respondent to be separately appropriate for collective bargaining and certified the applicant as bargaining agent for such unit. The Board found a unit of office employees of the respondent to be separately appropriate for collective bargaining, but rejected the application with respect to this unit for the reason that the applicant did not have a majority of the employees in the unit as members in good standing.

The Board reserved its decision with respect to the application of the applicant to be certified as bargaining agent for members of the respondent's police force in order to give consideration to the evidence given, and representations made, with respect to the contention of the respondent that these persons were not employees within the meaning of the Industrial Relations and Disputes Investigation Act, and were not subject to the provisions of that act.

The reasons for judgment that deal with the issues so raised are:

The respondent, The Hamilton Harbour Commissioners, is a corporation established by The Hamilton Harbour Commissioners Act, Chap. 98, Statutes of Canada 1912, comprising three commissioners. The act provides that one of the commissioners shall be appointed by the Council of the City of Hamilton, and the other two by the Governor General in Council.

The respondent's jurisdiction extends within the limits of the Harbour of Hamilton, Ont., and includes authority, *inter alia,* to regulate and control the use and development of waterfront property, docks, wharfs, buildings, and equipment in connection therewith on the waterfront of the harbour.

Section 20 (1) of the said act provides that the respondent "may make by-laws, not contrary to law or to the provisions of this act for the following purposes", *inter alia,*

(a) To regulate and control navigation and all works and operations within the harbour, and to appoint constables and other officials to enforce the same, or to enforce the provisions of any statutes or marine regulations relating to the harbour.

(f) To maintain order and regularity and prevent thefts and depredations.

(j) For the government of all parties using the harbour and all vessels coming into or using the same and by such laws to impose tolls to be paid upon such vessels and upon such goods landed or shipped on board the same as they think fit, according to the use which may be made of the harbour and works aforesaid.

Section 20 (2) of the said Act provides:

(2) No such by-law shall have force or effect until confirmed by the Governor in Council and published in the Canada Gazette and every such by-law shall, at least ten days before it is submitted to the Governor in Council, be served upon the city clerk of Hamilton.

Section 11 of the said Act provides:

11. The corporation may appoint a harbour-master and such other officers, assistants, engineers, clerks and servants as it deems necessary to carry out the objects and provisions of this act, and may allow them such compensation or salaries as it deems fitting and require and take from them such security for the due and faithful performance of their respective duties as it deems necessary.

The respondent has constituted, as a police force, a body of its employees consisting of a chief of marine police, a deputy chief of marine police, a chief-shore patrol, an assistant to the chief-shore patrol, and employees classified as harbour police patrolman, shore police patrolman, and gateman, and has designated it as The Hamilton Harbour Police Force.

Members of this police force are engaged in the same way as other employees of the respondent, by resolution of the commissioners. Their appointment is evidently made by the respondent under the authority of Section 11 of the act, since no by-law has ever been made by the respondent under the authority conferred upon the respondent by Section 20 (1) (a) of the act for the appointment of constables. Their employment with the respondent is subject to termination in the same way as that of other employees of the respondent, namely by reference to the commissioners. They are paid by, and their remuneration and conditions of work are fixed by the respondent. Their conditions of work as regards holidays with pay, group insurance, workmen's compensation coverage and pensions, are those that apply to members of the police force and other employees of the respondent without distinction.

Each member of the police force, as soon as practicable after his appointment as a constable by the respondent, is taken by arrangement made by the respondent, before a county court judge for the Province of Ontario and sworn in as a special constable under Section 58 of The Police Act. C.298 RSO, 1960 as re-enacted by 1961-62, c. 105, s. 13 and amended by 1964 c. 92, s. 21. This section provides:

(1) The Commissioner, a county judge, a district court judge or a magistrate may, by written authority, appoint any person to act as special constable for such period, area and purpose as he deems expedient.

(2) Where an appointment is made under Subsection 1, written notice of the appointment and the circumstances that render it expedient shall be forthwith transmitted to the commission.

(3) The authority who has appointed a special constable, or the commission, may suspend or terminate the services of such constable, and written notice of the suspension or termination shall, if made by the commissioner, a judge or magistrate, be forthwith transmitted to the commission.

(4) Every authority appointing a special constable shall require him to take and subscribe on oath similar to that set out in Subsection 1 of Section 55. RSO 1950, c. 279, s. 56.

Section 55(1) of the said act provides:

Every person appointed to be a chief constable, other police officer or constable shall before entering on the duties of his office, and every special constable when thereunto required, take and subscribe the following oath:

I.....do swear that I will well and duly serve Her Majesty the Queen in the Office of Constable (or as the case may be) for the..... of.....without favour or affection, malice or ill-will; and that to the best of my power, I will cause the peace to be kept and preserved, and prevent all offences against the persons and properties of Her Majesty's subjects; and that

while I continue to hold the said office, I will, to the best of my skill and knowledge, discharge all the duties thereof faithfully according to the law. So help me God. Sworn, etc.

The duties of the members of the respondent's police force are in general to enforce the by-laws of the respondent. The harbour police patrol the waters of the harbour and help control traffic and enforce speed limits and supervise the conduct of boat owners in the marina operated by the respondent. On land they look after the buildings of the respondent, guard the property of lessees of harbour property, and supervise vehicle speed. Members of the force also enforce liquor laws and regulations within the harbour area.

The arguments put before the Board, on behalf of the respondent, are:

1. That while a member of the respondent's police force might otherwise fall clearly within the ordinary meaning of "employee" in the sense of a person who has been "employed" under a contract of service, once he becomes a special constable by appointment as such under The Police Act, he automatically ceases to be an employee of the respondent because a constable is not an employee.

2. That members of the respondent's police force are not in any event employees as defined by Section 2(1)(i) of the Industrial Relations and Disputes Investigation Act.

3. That members of the respondent's police force, by virtue of appointment of its members as special constables under Section 58 of The Police Act, are a police force to which the provisions of Section 26 of the act apply and as such are prohibited from joining a trade union. This section, which is included in Part II of the act under the heading "Municipal Police Forces", provides:

> 26. A member of a police force shall not remain or become a member of any trade union or of any organization that is affiliated directly or indirectly with a trade union. R.S.C. 1950, c. 279, s. 26.

The first two of these questions were raised by the Canadian National Railway Company on a recent application made by the Canadian National Railway Company to the Board to reconsider and revoke an order which it had made certifying the Canadian National Railways Police Association as bargaining agent for a unit of employees of the railway, consisting of sergeants and constables employed by that company, as members of the Canadian National Railways Police Force, and appointed as special constables pursuant to the provisions of the Railway Act, R.S.C. 1952, c. 234.

In its reasons for judgment given in respect of that application and delivered under date of July 30, 1965, the Board reached the conclusion that a person employed by the railway company as a member of the Canadian National Railways Police Force had been appointed as a special constable under the Railway Act, does not establish that he is not an employee of the railway company, within the meaning of the Industrial Relations and Disputes Investigation Act. The Board held that the sergeants and constables employed as members of the Canadian National Railways Police Force were employees within the definition of employee contained in Section 2(1)(i) of the said Act.

Upon examination and consideration of the relevant facts concerning the appointment and employment of the members of the respondent's police force by the respondent, and the nature of their work, and of the arguments advanced on behalf of the parties hereto, we do not find that there are any essential differences between the manner and nature of their employment by the respondent, or the nature of their duties and responsibilities and those of the members of the Canadian National Railways Police Force appointed special constables under the Railway Act.

The Board considers that the conclusions, which it arrived at in the case of the Canadian National Railways Police Association and the Canadian National Railway Company with respect to the status of the members of the railway police force, apply with equal force in the present instance. The Board finds that the police constables, patrolmen and gateman, who are members of the respondent's police force, are employees of the respondent within the meaning of the Industrial Relations and Disputes Investigation Act.

In view of this finding, the Board is unable to see in what manner the provisions of The Police Act, relied upon by the respondent, could apply so as to affect the rights accorded to, and obligations placed upon, these employees of the respondent and the respondent under the provisions of the Industrial Relations and Disputes Investigation Act.

In any event the Board is of opinion that the body of employees of the respondent designated as its police force is not a police force within the meaning of The Police Act.

The applicant did not contend, nor was evidence addressed to the Board to establish that the duties of the employees in the proposed bargaining unit, classified as harbour police patrolman, shore police patrolman, and gateman, warranted their exclusion from the application of the Industrial Rela-

tions and Disputes Investigation Act as persons employed in a confidential capacity in matters relating to labour relations, or as exercising management functions.

The Board, therefore, finds that the persons employed by the respondent, classified as harbour police patrolman, shore police patrolman, and gateman, and excluding the chief-marine police, deputy chief-marine police, chief-shore patrol, and assistant to chief-shore patrol, are employees of the respondent within the meaning of the Industrial Relations and Disputes Investigation Act, and constitute a unit that is separately appropriate for collective bargaining.

The Board also finds a majority of employees in the unit to be members in good standing of the applicant. Certification is granted, accordingly, and an order will issue certifying the applicant as bargaining agent for the said bargaining unit.

(*Sgd.*) *A. H. Brown,*
Chairman, for the Board.

Dated at Ottawa, September 3, 1965.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Alaska Trainship Corporation, and Canadian Merchant Service Guild, Inc. and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

2. Atomic Energy of Canada Limited, Pinawa, Man., and Local 938 of the Canadian Union of Public Employees (Conciliation Officer: C. Arthur Frey).

3. Detroit and Canada Tunnel Corporation of Detroit, Michigan, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: T. B. McRae).

4. Maple Leaf Mills Limited, St. Boniface, Man., and Local 534 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: C. Arthur Frey).

5. Robin Hood Flour Mills Limited (plant employees) Humberstone Plant, and Local 416 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: T. B. McRae).

6. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction) and Locals 879, 880, 938, 141 and 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (freight agreement) (Conciliation Officer: T. B. McRae).

7. Frontenac Transport Limited, Quebec City, and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

Settlements Reported by Conciliation Officers

1. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Technicians & Technologists, Local 1568 (CLC) (Conciliation Officer: T. B. McRae) (L.G., Sept., p. 820).

2. National Harbours Board, Port of Montreal and National Harbours Board Police Brotherhood (Conciliation Officer: C. E. Poirier) (L.G., Sept., p. 820).

3. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 404 of the Office Employees International Union (Conciliation Officer: T. B. McRae) (L.G., Oct., p. 932).

4. Co-operative de Transport Maritime et Aerien, Cap-aux-Meules, Iles de la Madeleine, Que., and Locals 15405 and 15410, District 50, United Mine Workers of America (Conciliation Officer: R. L. Fournier) (L.G., Oct., p. 932).

5. Omstead Refrigerated Transportation Limited, Wheatley, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson) (L.G., Oct., p. 932).

6. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic Energy Draftsmen, Local 1569 (CLC) (Conciliation Officer: T. B. McRae) (L.G., Aug., p. 735).

7. Atomic Energy of Canada Limited (Commercial Products Division, Ottawa) and Ottawa Atomic Energy Workers, Local 1541 (CLC) (Conciliation Officer: T. B. McRae) (L.G., June, p. 525).

Conciliation Boards Appointed

1. Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct., p. 932).

2. Canadian Lake Carriers Negotiating Committee and Canadian Merchant Service Guild, Inc. (L.G., Sept., p. 820).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and the International Association of Machinists (L.G., Oct., p. 933) was fully constituted in September with the appointment of W. H. Dickie of Toronto, as chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, G. W. Brown of Ottawa, and E. A. Smith of Winnipeg, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between Hull City Transport Limited and Hull Metropolitain Transport Limited, and Local 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Oct., p. 933) was fully constituted in September with the appointment of Maynard B. Golt, Q.C., of Montreal, as chairman. Mr. Golt was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Fernand Mousseau of Hull, and Francis Eady of Ottawa, who were previously appointed on the nomination of the companies and union, respectively.

3. The Board of Conciliation and Investigation established in August to deal with a dispute between Maritime Terminals Inc.; Quebec Terminals Limited; Eastern Canada Stevedoring Co. Ltd., Clarke Steamship Company Limited; and Albert G. Baker Limited, and Lodge 1257 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Oct., p. 933) was fully constituted in September with the appointment of His Honour Judge Joseph Bilodeau of Quebec City, as chairman. Judge Bilodeau was appointed by the Minister on the joint recommendation of the other two members of the Board, Jean Girouard of Three Rivers, and P. H. Paquet of Montreal, who were previously appointed on the nomination of the company and union, respectively.

Board Report Received

Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont., and the United Steelworkers of America (L.G., Sept., p. 821). The text of the report is reproduced below.

Settlements Reached following Conciliation Board Procedure

1. Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man., and Flin Flon Base Metal Workers' Federal Union No. 172 and seven international craft unions (L.G., Oct., p. 933).

2. Eldorado Mining and Refining Limited, Eldorado, Sask., and Beaverlodge District of Mine, Mill and Smelter Workers Union, No. 913 of the International Union of Mine, Mill and Smelter Workers (Canada) (L.G., Oct., p. 934).

3. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., May, p. 425).

Strike following Conciliation Board Procedure

The Cumberland Railway Company (Sydney and Louisburg Division) and Brotherhood of Railroad Trainmen (L.G., Oct., p. 934). A stoppage of work commenced on September 19. H. R. Pettigrove and D. T. Cochrane were instructed by the Minister to act as conciliation officers by providing further mediation services to the parties.

Report of Board in Dispute between

Rio Algom Mines Limited (Nordic Mine)

and

United Steelworkers of America

I have the honour to submit this report of the Board of Conciliation, established under the relevant section of the Industrial Relations and Disputes Investigation Act, in respect of a dispute between the aforementioned parties.

Official sittings of the Board were held at Elliot Lake, Ontario, on the 16th day of August, 1965, and in Sudbury, Ontario, on the 25th day of August, 1965.

The Board was unable to bring the parties to any agreement.

This report should contain suggestions to the parties for alternative courses of action that they might consider if a confrontation is not to become a collision. In normal circumstances, in a normal area, in a normal industry, this would be the objective of this Board. However, in this year 1965, not one of the three conditions of normalcy is present, and this Board is forced to roam far afield.

The first and foremost consideration of the Board must be for the abnormal consideration of the area in which this dispute has its origin—Elliot Lake. This isolated northern Ontario town has been created out of the wilderness with only one legitimate reason for its creation—the discovery and mining of uranium ore. An anticipated boom in the uranium industry has been suggested by both parties as being both possible and probable in the years 1970 and 1971, caused by the increased demands of a growing nuclear energy program. While this hopeful prediction is one that must cause great joy to the inhabitants of Elliot Lake, it is not likely to be of assistance in the resolution of either this dispute, or the next one that will occur either two or three years from now.

This Board sat at Elliot Lake. The members of the Board could not be unaware of the concern of the inhabitants that all possible steps be taken to ensure that no further disaster overtake their town. Those residents, other than miners, have an investment in the district that does not allow them to nominate a member of the Board, but whose interests must be the object of sympathetic concern to both the company and the union.

For these reasons the Board will earnestly recommend that this disagreement be not considered as just another industrial dispute —but separate and apart as one in which the actual life or death of a community is the issue.

The second instance of a departure from the norm must be the consideration of the settlements achieved through collective bargaining during the year 1965. In both large and small units the union membership has been accepting package deals that have been costing between 15 cents and 20 cents a year of agreement.

This Board has no fault to find with the range of settlements that have been achieved through the lawful processes of collective bargaining. What must concern this Board, however, is the degree of retardation, which the acceptance of a lesser package would inflict upon the employees of Nordic Mines now, as compared to the acceptance of a smaller settlement in other years. This Board does not think it unfair to suggest that the decision of the federal Government to peg the price of the products of the uranium mines for the purposes of stockpiling was made at a time when no one could anticipate the abnormal fluctuation of the cost of labour. The federal Government has been sufficiently flexible to enable it to consider favourably the findings of Mr. Justice Anderson concerning the Postal Workers' dispute. Perhaps a joint appeal by the company and the union might find equal consideration in this dispute.

The Board must also consider that the entire uranium industry is set apart from a normal business foundation. Many obvious considerations have forced all levels of Government to accept a varying degree of responsibility for the preservation of this sickly child. For the purposes of this Board, it should be sufficient for us to accept the fact that the Government of Canada has already accepted the principles of subsidization, stockpiling and preservation. Any suggested departures from the established practice that this Board might recommend are merely a matter of degree.

The Board will make suggestions that might assist the parties to resolve their dispute. However, if the company is to be allowed to continue to operate successfully—and if the union is to be allowed to achieve its legitimate financial aspirations—and if the community of Elliot Lake is to survive—then an alternative suggestion is the only one that contains any possibility of success. This alternative recommendation will be submitted at the end of this report.

The "issues in dispute", according to the Conciliation Officer, Mr. T. Bruce McRae, are as follows:

1. C.W.S.
2. Wages.
3. Seniority.
4. Hospitalization, P.S.I., etc.

During September, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the United Steelworkers of America and Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont.

Each member of the Board contributed separately to the report.

The Board was under the chairmanship of Trevor R. Smith of Toronto. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, David Churchill-Smith and Peter Podger, both of Toronto, nominees of the company and union, respectively.

5. Pension plan.
6. Vacations.
7. Statutory holidays.
8. Check-off.

At the Board, the issues were somewhat different. The company maintained that the adamant refusal of the union to consider any proposal that did not contain C.W.S. made it impossible for bargaining to continue. The union was prepared to allow the Chairman to attempt to achieve a settlement without C.W.S., if the monetary package was acceptable. The wage proposal of the company was then submitted as 5 cents, 5 cents and 5 cents for three years from ratification agreement, with settlement pay to be negotiated. At this time no union could accept a package of this size and achieve a voluntary endorsement from the membership. Therefore, despite the removal of the C.W.S. stumbling block, no hope of a settlement was (or is) evident.

The company submitted a 16-point proposal in an endeavour to achieve settlement. This proposal is submitted as follows:

1. Scope—Letter re voluntary recognition in present stated mines;
2. Re quirke—company proposals re 18, 19.02;
3. Settlement pay—to be negotiated;
4. Dues shop—"No"
5. Strike and lock out—status quo—"Yes"
6. Management rights—status quo—"Yes"
7. Shift premiums—present wording: 8 cents, 10 cents—"Yes"
8. Statutory holidays—8—"Yes"
9. Vacations—C.L.S. code;
10. Bonus—Go back to original language;
11. Insurance—1:8:32, major medical, 50 per cent Company contribution;
12. Savings plan—Add 5 cents an hour to wage rate and drop plan;
13. Pensions—"No"
14. Sunday premium—"No"
15. Wages—5 cents: 5 cents: 5 cents;
16. Preamble, Articles 3, 9, 11, 12, 13, 18, 19, 22 and "Schedule A".

It can never be disputed that one party to the dispute must make the first move—and that the first move should not contain all the concessions which that party is prepared to offer. On that basis the Board welcomed the proposal of the company, which accepted some of the desires of the union, and gave indications of other areas in which room to manoeuvre was apparent. There are certain proposals of the union still remaining which the union knows that it will not achieve in this instance through voluntary settlement. There are certain proposals of the company concerning past concessions which the company knows it will not bargain out in a voluntary settlement. The Board is convinced that a settlement through "short-stoke" negotiations was both possible and probable had the wage package been adequately flexible.

Such was not the case.

Recommendations of the Board

The Board will recommend that the present agreement be renewed for a period of three years from 16th August, 1965 until 15th August, 1968, unchanged save and except as may be necessary to give effect to the following recommendations:

1. that the proposal of the company, heretofore, be the basis of negotiation, and;
2. that the company abandon items 2 and 16, and;
3. that the union abandon items 4 and 13, and;
4. that the tentative agreement on items 1, 5, 6, 7, 8, 11 and 14 be confirmed, and;
5. that item 15 be amended to read 10 cents, 11 cents, 11 cents, and;
6. that item 3 be amended to read a lump sum approximately equal to 5 cents an hour for all straight time hours worked per employee between expiry and 15th August, 1965;
7. that the savings plan be continued throughout the life of this agreement, and;
8. that item 9 be delegated to a committee of both parties to further study the new evidence which the union has requested be considered—or

The Board, on behalf of the inhabitants of Elliot Lake, will earnestly recommend that the company and the union, by joint resolution, seek an audience with the federal Government to endeavour to obtain an increase in the pegged price of the stockpile pound of uranium ore, in order that the company may maintain a reasonable margin of profit, and the union obtain a reasonable area of increase.

Conclusion

The chairman has read most carefully the reports submitted by both the company nominee and the union nominee.

The report of the union nominee contains recommendations that the chairman believes to be beyond that which may be achieved. However, it must be stated that the nominee has made his submission based upon his opinion of what should be the terms of final settlement. No quarrel can be maintained against the right and the duty of the nominee so to write.

Unfortunately the so-called "Minority Report" of the company nominee is of a different nature. Five of the six pages submitted are devoted to disparaging remarks concerning the wisdom of the so-called "Majority Report", but are devoid of constructive criticism. When one is reading the report, one is compelled to wait with bated breath for the subsequent emergence of those recommendations that alone can solve the problem. One waits in vain!

The chairman must state that it is his opinion that there exists an obligation inherent in the role of conciliator to report not only his failure to achieve a settlement, but also his opinions as to what he believes to be a possible solution to the dispute. Friends may be lost, and clients antagonized, but conscience may remain untroubled.

This report is respectfully submitted this 13th day of September, 1965.

(*Sgd.*) *Trevor R. Smith,*
Chairman.

UNION NOMINEE'S REPORT

I agree with the second, or alternative, recommendation of the chairman which, in essence, recommends a pattern settlement in a balanced collective bargaining environment of approximately 20 cents an hour a year. Whether or not this would require an increase in the pegged price of uranium ore is a matter that was not aired fully before our Board. This may, or may not be the case, but if it is so one would expect that the Government would have to treat the matter in the same way it is continually required to provide for justified cost escalation in all segments of its jurisdiction.

Whatever the case, I do not see why the union should be expected to accept the inferior settlement implicit in the chairman's first recommendation. Such a premise is not unlike that aired almost continually in negotiations with Canadian railroads. Employees should not be required to subsidize public policy by a contribution measured in sub standard wages and working conditions. It would be different if employees at "Nordic" were currently receiving benefits far in excess of other comparable industry. The facts are that the acceptance of the "pattern" settlement would do no more than maintain their current station in the scheme of realistic comparisons.

Shortly stated, therefore, I would recommend that there be a "package" settlement of 20 cents an hour a year on either a two or three year basis, and that such a settlement should include the following items which, on their merits, require immediate correction.

Union Security

Currently, there is in force a voluntary irrevocable check-off of union dues. The union is requesting a "Dues Shop". It is unnecessary for me to embark on a philosophical discussion of union security. This type of argument was common to Conciliation Board reports of the early 1940's. There is no cost involved in this demand. The union has held the bargaining rights at the mine for almost 10 years. It is time, in my view, that the union was afforded the same recognition as 22 out of 29 mining companies located in Northern Ontario with which it has bargaining rights, including Stanrock Uranium Mines.

Master Contract

There is a non-economic item involving a question of jurisdiction that consumed a large part of the Board's mediation effort. It involves the right of the union to represent employees at the various sites of the company in Elliot Lake, because of the fact that employees move from time to time to the various locations. Without going too deeply into the problem, I think it is enough to say that the Board was able to get tentative agreement on this point, and I see no difficulty with this item, subject to total agreement.

Shift Premiums

Under the existing collective agreement, shift premiums of 3 cents an hour for afternoon shift, and 5 cents an hour for night shift, apply only to those workers on steady afternoon or night shifts. A premium of 4 cents an hour applies where employees alternate only between afternoon and night shifts, and no shift premium is payable for any other form of alternating shift work.

No premium pay for Saturday or Sunday is provided.

The union has proposed increases in shift premiums to 8 cents an hour for afternoons, and 10 cents an hour for nights, for shift work performed by alternate, as well as steady shift workers.

The union has also proposed the establishment of a 25 cent an hour premium for all hours worked on Saturday and Sunday, and not paid for on an overtime basis.

The company has offered to increase the existing premiums to 8 and 10 cents, but only on the basis of the existing system, i.e. that an employee work "off shifts" steadily.

It is trite to say that shift premiums are designed to compensate employees who are required to work hours that demand time away from their families and the day to day needs of their personal affairs. Indeed, I find it difficult to conceive how the company

can get employees to work swing shifts, other than begrudgingly, without equal premiums. I would recommend that the company's offer of 8 cents and 10 cents apply to alternating, as well as steady "off" shifts.

Additionally, I would recommend the establishing of a 15 cent premium for employees required to work on Saturday or Sunday.

Wage Payment Plan

Bonus Plan. About 50 per cent of the 475 employees in the bargaining unit have their earnings determined by a company bonus system. The union, naturally, is concerned that the results of any negotiated improvement to the real earnings of bonus workers would be absorbed by the manipulation of bonus standards. What is the use, it argues, of negotiating wage increases if there is no guarantee that employees will benefit from them over the period of the agreement. I would recommend, therefore, the following principles be adopted by the parties on the bonus plan.

—(a) That the company supply the union with the details of existing standards relative to all bonus jobs.

—(b) That the contract provide that these standards be in effect for the life of the agreement subject to (c) below.

—(c) In the event of substantial change of a job due to technological change or new mining techniques, the bonus standards may be changed subject to the grievance procedure.

Evaluation of Jobs. I would recommend that during the term of the agreement the parties undertake to implement the co-operative wage study program, thus accepting a rational basis to determine the relative value of jobs.

These, therefore are the matters which I feel, on their merits, should be included in the terms of a new agreement. The company should of course be given "full marks" for the true value of each item and the remaining moneys applied to direct wages or any other fringe item to which the parties can agree.

All of which is respectfully submitted.

(*Sgd.*) *P. Podger,*
Member.

COMPANY NOMINEE'S REPORT

I have read the majority report of the Board of Conciliation that was established by the Minister of Labour of Canada to deal with the dispute.

With great respect to my colleagues on the Board, I cannot agree with their specific recommendations, nor particularly with respect to the nature of these recommendations as contained in the report.

At the outset of the majority report, it is stated in part "However, in this year 1965, not one of the three conditions of normalcy is present, and the Board is forced to roam far afield." Such a statement by itself should be suspected. I am at a complete loss to understand what my colleagues could properly consider as "the normalcy" in any management-union dispute. It is obvious that different considerations will prevail in every industrial dispute. Be that as it may, I would submit with great respect, that there is no justification in the circumstances of this dispute, or for in any dispute of this nature for a Board, in order to support its recommendations, to resort to a form of mysticism whereby my colleagues concede they are "forced to roam far afield." Such a device, if it were universally adopted, must surely result in a real disservice to the parties involved in an industrial dispute, and is an abandonment by the Board of its proper role.

In my experience, where the parties have been unable to reach agreement, but are reasonably close to a settlement at the time the Board has exhausted its mediation efforts, (which was certainly not the case in this matter), the Board, in making any recommendations, should consider the evidence submitted by the parties in relation to the usual criteria in this regard, namely a comparison of wages and other benefits within the same geographic area, or perhaps within the same industry.

In the present situation, notwithstanding the differences between the parties, my colleagues have not only seen fit to make specific wage and other monetary recommendations, but have done so without any proper justification or support. They have indeed "roamed far afield." Certainly there was no adequate evidence adduced by the union to warrant the kind of recommendations as contained in the majority report. On the contrary, based on the company submission to the Board, there was no justification for any increase beyond its offer.

It is necessary to review, generally, what occurred during the Board's sessions with the parties. At Elliot Lake on August 16th, the representative for the union outlined to the Board the matters in dispute, and a statement was read by the Union representative covering some of the monetary items. This statement was the only evidence submitted by the union in support of its wage demand, and it contained a comparison of certain wage rates for miners, surface labourers and machinists paid by the company, and rates paid to employees in certain

iron ore mines. In most cases, the rates paid by the iron ore mines for these classifications are in excess of those paid by the company. It should be noted, however, that none of the mines operate within the area or vicinity of Elliot Lake. Further, the respective rates payable are extremely difficult to compare as the iron ore industry companies referred to are associated directly, or indirectly, with the steel industry and, therefore, should not constitute a proper yardstick for determining the rates payable in the uranium industry.

On the other hand, the company in its brief stated, in relation to the matter of wages:

> "It is submitted that the company's basic wages have compared favourably with other companies in the non-ferrous base metal mining industry. (Refer Exhibit II) Exhibit II compares wage rates for miners, but job categories, other than miner would, in general, show the same relationship. Earnings for miners, by far the largest category of employees, are supplemented substantially by an average bonus that is currently slightly over 50 per cent of the hourly wage rate. The net result is that gross earnings of Nordic Miners are among the highest in the mining industry."

The exhibit attached by the company referred to other mines not all operating in the uranium industry which illustrated that the company's rates did in fact compare favourably. While the companies referred to are not generally in the uranium industry, the comparison did include one other that was in the uranium industry, was represented by the same union and operated in Elliot Lake. That comparison indicated that, with respect to the miners classification, the company is already paying in excess of the rates in effect for the other company in Elliot Lake for that classification.

In the face of this evidence, I am astonished to read what my colleagues have determined as a basis for settlement, generally and more specifically, a recommendation for a three year agreement with wage increases of 10 cents, 11 cents and 11 cents an hour respectively. Quite apart from other considerations, it is surely improper for this Board to attempt to impose upon the company increases in its operating costs, without any sound basis for doing so, and ignoring completely the evidence before it indicating that the Company's wages and other benefits compare favourably with those presently paid in the uranium industry in this area. I am completely at a loss to understand how my colleagues, who are not inexperienced in these matters could arrive at such a conclusion in the face of the evidence before them. In doing so they have indulged in a form of crystal ball gazing that is not in the best interests of either the company or the union.

The only reference in the Majority Report that could support its recommendations is the statement that in both large and small units, package settlements have been accepted that cost between 15 cents and 20 cents per year of the agreement. There is no reference in the majority report to the source of such statement, and no evidence before the Board to support it. I would respectfully submit such a statement is not supported by recent settlements made by small and large companies. It is true, that in the automobile and rubber industry, for example, there have been cost settlements in the area suggested by the chairman, but they do not constitute a pattern on which a Board could possibly apply here.

Nor can I subscribe to the final recommendation contained in the majority report to the effect that both the Company and the union approach the federal Government to seek an increase for the stock pile price for uranium as set by the federal Government. I would suggest, with great respect, that no member of this Conciliation Board is qualified to make any comment as to the appropriateness of the present price for uranium as set by the Government, and I would consider it improper for this or any other Conciliation Board to make such a recommendation. I, therefore, find it necessary to disassociate myself completely from such a recommendation.

My experience in dealing with conciliation matters over a number of years, has been that a report of the Board containing recommendations should be based on evidence submitted to it by the parties. To do otherwise would result in a failure of the Board to fulfil its proper function namely, to assist the parties in reaching an amicable settlement.

It is with regret that I find I cannot agree, therefore, with the majority report. It is my opinion that there is no evidence to substantiate the recommendations that my colleagues have made, and having regard to the circumstances in this matter, it is my report that no specific recommendation should be given.

All of which is respectfully submitted.

Dated at Toronto, Ontario, this 21st day of September, 1965.

(*Sgd.*) *D. Churchill-Smith,*
Member.

Canadian Railway Office of Arbitration Releases Second Decisions, Nos. 11 to 14

Four separate disputes, each involving conductors and crews with similar claims for pay at yard rates, were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on September 13, 1965.

In each case, the one-man tribunal of Magistrate J. A. Hanrahan disallowed the claims. His reasons were the same in each case and were based on Case No. 11.

The four claims and the award of the arbitrator in Cases Nos. 11, 12, 13 and 14 are:

Case No. 11—*Dispute between the Canadian National Railways (St. Lawrence Region) and the Brotherhood of Railway Trainmen over the claims of a conductor and crew for eight hours' pay at yard rates for switching at Brockville, Ont., November 25, 1962.*

The conductor and two brakemen reported at 3.15 a.m., November 25, 1962, to operate a westbound train. Prior to leaving Brockville, the crew were required to switch out and place 10 cars and the caboose on the train, and to set off one car from the train.

The work required about two hours, and the conductor, in addition to payment received under the provisions of Article 10, Rule (a), submitted a claim for eight hours' pay at yard rates for each member of the crew under the provisions of Articles 35 and 140 of the agreement, on the grounds that the work performed was yardmen's work. The company declined payment of the claims.

Similar claims were submitted by trainmen and yardmen on five occasions between December 12, 1962 and August 2, 1964 when road crews were required to perform similar service prior to leaving Brockville. The company also declined payment of these claims.

Article 35 of the agreement, under the heading "Trainmen relieving yardmen" reads: "Trainmen relieving yardmen, or performing yardmen's work, as defined in Article 140, at points where yardmen are employed, will be paid yardmen's rates and overtime conditions."

Article 140 of the agreement provides, in part: "Switching, transfer and industrial work, wholly within the recognized switching limits, will at points where yardmen are employed, be considered as service to which yardmen are entitled, but this is not intended to prevent trainmen from performing switching required in connection with their own train and putting their own train away (including caboose) on a minimum number of tracks."

Case No. 12—*Dispute between Canadian National Railways (St. Lawrence Region) and the Brotherhood of Railway Trainmen over the claims of a conductor and crew for eight hours' pay at yard rates for work at Brockville, Ont., on December 18, 1962.*

The conductor and two brakemen arrived at Brockville on an eastbound train at 6.35 p.m. on December 18, 1962. The crew were required to place their train on one track in the yard, and to place their caboose on the caboose track. The caboose movement required about 35 minutes' work, and the conductor, in addition to payment received under the provisions of Article 10, Rule (b) submitted a claim for eight hours' pay at yard rates for each member of the crew under provisions of Articles 35 and 140 of the agreement, on the grounds that the work performed was yardmen's work. The company declined payment of the claims.

Similar claims were submitted by trainmen on eight other occasions between August 31, 1962, and May 17, 1963 when a road crew were required to place their caboose on the caboose track on arrival at Brockville. The company also declined payments of these claims.

Case No. 13—*Dispute between the Canadian National Railways (Great Lakes Region) and the Brotherhood of Railway Trainmen over claims of a conductor and crew for eight hours' pay at yard rates for switching at Goderich, Ont., January 4, 1964.*

The conductor and two brakemen were assigned to turnaround service to the way freight operating daily from Stratford to Goderich and return to Stratford. On January 4, 1964, the way freight arrived at Goderich at 9.40 a.m. and departed at 2.15 p.m. for return to Stratford. While at Goderich, the conductor and crew placed empty cars, which had arrived in their train, at the Sifto Salt Co. plant, and picked up loaded cars at the same plant for movement on their train from Goderich. In addition to receiving full pay for the road trip, the conductor submitted a claim for eight hours' pay at yard rates for each member of the crew under the provisions of Articles 35 and 140 of the agreement, on the grounds that the switching performed at Goderich was yardmen's work. The company declined payment of the claims.

In addition, two yard helpers, who were on the spare board at Stratford, each claimed eight hours' pay at the yard helpers' rate under Article 140 of the agreement because

trainmen had allegedly performed yardmen's work at Goderich. The company also declined payment of these claims.

Case No. 14—*Dispute between the Canadian National Railways (St. Lawrence Region) and the Brotherhood of Railroad Trainmen over claims of a conductor and crew for eight hours' pay at yard rate at Montreal yard on April 17, 1963.*

The conductor and two brakemen arrived at Montreal yard on an extra train on April 17, 1963. The crew were required to place their caboose on one track, and the balance of their train, consisting of 15 cars, on another track. The work required 15 minutes, and the conductor, in addition to receiving payment under the provisions of Article 10, Rule (b), submitted a claim for eight hours' pay at yard rates for each member of the crew under the provisions of Articles 35 and 140 of the agreement, on the grounds that placing the caboose on a separate track from the train was yardmen's work. The company declined payment of the claims.

Similar claims were submitted by trainmen on 18 other occasions between January 16, 1963 and November 5, 1964 when a road crew were required to place their caboose on a separate track from the train at Montreal yard. The company also declined payment of these claims.

The award of the arbitrator in Case No. 11 said the yard was a closed yard, a term indicating yardmen are employed. Argument on behalf of the claimants was that where yardmen are employed in closed yards, the work of marshalling of trains and industrial switching belonged to those in that classification; that if roadmen are required to do work, as were those making this claim, they must be paid an additional amount, based on yardmen's rate.

The general chairman for the employees emphasized how Article 140 had been modified in certain instances in certain areas by railway officials, resulting in claims made under it being granted. The majority of these examples occurred before 1962, when the existing provision was renegotiated to change the wording from its former pattern.

The word "incidental" was deleted to be replaced by the words "in connection with." Also added were the words "... and putting their own train away (including caboose) on a minimum number of tracks."

The company's basic theme was that there was no ambiguity in the language used in Article 140; that a proper interpretation had been placed upon it; that what had occurred in isolated instances, as a result of special circumstances, was within the prerogative of management and in no way indicated an intention to vary the mutually negotiated provision for all future application.

In the Brotherhood's presentation, there was a suggestion that the lack of practical experience in railroading on the part of some of those administering Article 140 had perhaps led to the difficulties created in this problem.

An understanding of the problems of the employees concerned, based upon a thorough understanding of railroading in general, is of primary importance to officials of the Brotherhood in assessing the justification of claims made by employees and, then, in attempting to gain for them the additional benefits or protection they seek during negotiating opportunities.

Once these negotiations cease, however, and the results have been finalized in a collective agreement, what becomes of greater importance is a comprehension of the law of contracts and canons of interpretation in order to permit a proper assessment of the scope of the applicable provision and the extent that it achieves what the membership sought. Intimate knowledge of switching fades in value by comparison with a recognition of the binding effect and scope of the language negotiated.

A few basic principles of interpretation that have a bearing upon the presentations were emphasized. First, what has happened in the past in the administration of a provision in a collective agreement is not to be considered in the interpretation unless there is ambiguity in the language used. If ambiguity does exist, "past practice," as it is commonly called, becomes important in attempting to determine what the parties had in mind in designing the provision.

It is well established by arbitration judgments that even though a company, over a considerable period, has improperly interpreted a provision in an agreement to its own detriment, it has the right to revert to a proper course once that becomes apparent.

In view of representations as to rulings made by company officials at certain points in connection with the application of Article 140, it should be understood that either party to an agreement may modify its rights for the benefit of the other in a particular situation without jeopardizing the prerogative to revert to the normal meaning in future. It is to be noted that the examples given to the arbitrator never took the form of a mutually agreed memorandum of interpretation or understanding, such as often occurred in questions arising between these parties. Such a memorandum, mutually executed, would, of course, govern all future matters they concern.

Again, because of representations made, it is necessary to emphasize that it is not the understanding a party had that must govern while a provision is being negotiated. It is the language finally used and the meaning it implies that charts the course for one asked to interpret it.

Proceeding from that premise, a great deal of the representations, both as to past history and negotiating discussions, can be set aside until the first important point is determined: whether the language used in the articles in question is ambiguous; that is, whether by applying the ordinary meaning to the words used, there is difficulty in ascertaining the intent of the parties, apart from claims made by either side.

If Article 35 made no reference to Article 140, there would be expressed the intention of the parties that all such work done by trainmen was to be paid for at yardmen's rates and under overtime conditions. However, the reference to Article 140 makes it necessary to examine it to ascertain the extent of the qualification negotiated.

In Article 140 we find: "Switching, transfer and industrial work, wholly within the recognized switching limits, will at points where yardmen are employed, be considered as service to which yardmen are entitled . . . "

If those words closed the provision, these claims would be granted. Such a provision would manifestly give yardmen sole rights to any such work performed in the areas described. However, and unfortunately for the view taken by the Brotherhood, it does not end there. This follows: " . . . But this is not intended to prevent trainmen from performing switching required in connection with their own trains and putting their own train away (including caboose) on a minimum number of tracks."

By the addition of those words, a total or exclusive right of yardmen to such work is reduced to the extent plainly stated. They are not entitled to do switching, transferring and industrial work that trainmen are required to do in connection with their own train.

Therefore, the words in Article 35 " . . . or performing yardmen's work as defined in Article 140" emerges as providing for occasions when trainmen are required to do switching, transferring or industrial work in closed yards, other than in connection with their own train.

The next logical question in interpreting Article 140 is, who has the right to "require" trainmen to do such work in connection with their trains? Obviously, unless the agreement curtails that right, and it does not, it would be management. Therefore, whatever switching, transferring and industrial work is required by management of trainmen in connection with the train for which they are the crew, must be done by them. In doing so, because of this contractual assignment, they are not infringing upon the rights of yardmen.

There is no ambiguity in the language used in Article 140. A broad, all-inclusive obligation was agreed to by the parties ". . . switching required in connection with their own train . . ." As Prof. Bora Laskin put it in Case No. 804: "Switching includes pick-up as well as set-off of cars (as Article 18 shows) and where a road crew lifts cars destined for forward travel as part of its train, picking them up from a marshalling track area, whether it be on one track or on more than one, the work can only be described as 'switching incidental' to their own train or assignment."

The arbitrator added to Prof. Laskin's description as to the forward part of a trip, with which he was particularly concerned, such switching as is necessary upon arrival when it is done "in connection with the train for which they are the crew."

It is to be understood that if such switching is done by trainmen, they receive additional pay for performing such duties, as provided in Article 10, Rules (a) and (b).

Emphasis was placed in one of the claims made under Article 140 to the words ". . . putting their own train away (including caboose) on a minimum of tracks."

In view of the finding that, under this article, trainmen are required to do switching in connection with their own train, and to the fact that no negotiated limit has been placed upon that requirement, the term "minimum number of tracks" must remain a matter for determination by management in pursuance of their obligation to carry on an efficient operation.

Comment has been made that conversations during the negotiations and understandings gained therefrom by either party have no legal bearing upon the construction of the written provision. During the negotiations of 1961-62, the Brotherhood did attempt to have the words, then contained in Article 140, "performing switching incidental to their own train or assignment" deleted. In that they were unsuccessful.

Those words, of course, cannot now be deleted by the arbitrator. If yardmen are to gain complete proprietary rights in yards over all switching, transferring, etc., it remains a matter for future negotiations.

Further, if trainmen required to do this work at the initial or terminal stage of a trip in connection with their train are to receive, in addition to the extra pay now

(Continued on page 1099)

Legal Decisions Affecting Labour

Saskatchewan Court of Appeal rules conciliation board not subject to mandamus or certiorari. B.C. Supreme Court rules representation vote invalid. N.S. Supreme Court upholds decision of labour relations board on representation vote

In Saskatchewan, the Court of Appeal held that a board of conciliation established under the Trade Union Act to consider a dispute regarding the suspension of an employee of the Saskatchewan Power Corporation was acting within its jurisdiction in upholding the claim that certain letters between the Corporation and the Minister of the Crown in charge of the Corporation should not be produced during the Board's investigation, on the grounds that the disclosure of such correspondence would be contrary to public interest and prejudicial to the proper functioning of the public service.

In British Columbia, the Supreme Court quashed an order of the Labour Relations Board certifying Local 1-424 of the International Woodworkers of America as a bargaining agent of Elgert Spruce Mills Limited on the ground that, by not affording to some eligible voters belonging to a non-employee class of voters a fair opportunity to cast their votes, the representation vote resulted in the denial of the principles of natural justice.

In Nova Scotia, the Supreme Court upheld the ruling of the Labour Relations Board by which the Board refused to certify Local No. 927 of the Teamsters Union as a bargaining agent for employees of Woodlawn Dairy Limited on the ground that the Labour Relations Board was acting within its jurisdiction in deciding the validity of a ballot cast in the representation vote, and in deciding that the union applying for certification had not been selected as a bargaining agent by the majority of the employees.

Saskatchewan Court of Appeal . . .

. . . rules a decision of conciliation board is not subject to mandamus nor to certiorari

On February 15, 1965, the Saskatchewan Court of Appeal held that a board of conciliation established under s. 18 of the Saskatchewan Trade Union Act is not subject to *mandamus* or *certiorari* with regard to its ruling as to the nature and admission of evidence that may be adduced before it.

The Oil, Chemical and Atomic Workers International Union, Local No. 9-649, has been a certified bargaining agent for certain employees of the Saskatchewan Power Corporation. On October 5, 1964, the company suspended or dismissed one of its employees. On November 17, 1964, the union applied to the Minister of Labour for the appointment of a board of conciliation with respect to the suspension or dismissal of the said employee, pursuant to s. 18 of the Saskatchewan Trade Union Act and the Regulations issued thereunder. Section 18 reads as follows:

> S. 18 (1) The minister may establish a board of conciliation to investigate, conciliate and report upon any dispute between an employer or employers and a trade union or trade unions, or, if no trade union has been determined under this act as representing a majority of the employees concerned, between an employer and any of his employees affecting any terms or conditions of employment of any employees of such employer, or affecting or relating to the relations between such employer and all or any of his employees or relating to the interpretation of any agreement or clause thereof between an employer and a trade union.
>
> (2) The chairman of a board of conciliation, or in his absence the acting chairman, shall have the powers of a commissioner under The Public Inquiries Act, and a Board may receive and accept such evidence on oath, affidavit or otherwise as in its discretion it may deem fit and proper.

The Minister complied with this request and, by an order dated December 29, 1964, established a board of conciliation to investigate, conciliate and report upon the dispute between the union and the employer respecting the suspension of the employee in question and on other related matters.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Under the powers granted under section 18 of the Act, the chairman of the Board issued a *subpoena duces tecum* directed to the acting general manager of the company, who appeared before the board and submitted a list of documents pertaining to the dispute which he was prepared to produce, except three letters. These consisted of a letter dated January 6, 1964, from the Minister in charge of the Saskatchewan Power Corporation to the then manager; a letter dated July 8, 1964, from the then manager to the Minister, and a letter dated October 5, 1964, from the Minister to the acting manager.

Council for the acting manager contended that these letters belonged to that class of documents which the public interest required to be withheld. The Minister in charge of the Saskatchewan Power Corporation, in an affidavit, objected to the production of these letters for the following reasons:

—that the communications belonged to a class of documents which, on the grounds of public interest, must be withheld from production;

—that such communications were in the class of inter-departmental or intra-departmental communications;

—that the disclosure of such documents would be contrary to the public interest in that it would be prejudicial to the proper functioning of the public service;

—and that it would tend to suppress freedom and candour of communications.

After hearing arguments by counsel, the Board, by a majority decision, sustained the objection taken by counsel for the company's acting manager and the Minister, and ruled that the said letters belonged to that class of documents which the public interest required to be withheld from publication, and that the claim to privilege was well founded.

The sittings of the Board were adjourned while the application was made for *mandamus* and *certiorari* to direct the production of the letters in question, or, alternatively, to quash the Board's decision that the said letters were privileged.

In applying for a writ of *mandamus*, the applicants asked for an order directing the company's manager to comply with the writ of *subpoena duces tecum* by producing for the Board the said letters, or for a similar order:

(a) requiring the Minister to produce the said letters, or

(b) requiring the chairman of the Board to enforce the writ of *subpoena* by requiring the production of the said letters, or

(c) requiring the Board to exercise the jurisdiction conferred on it by ss. 18 and 19 of the Trade Union Act.

The grounds for *mandamus* application were:

(1) that the Trade Union Act is binding upon the Crown and the Crown cannot thwart, prevent or limit the investigation, conciliation or report under the guise of Crown privilege;

(2) that the refusal of the Board to exercise its jurisdiction to compel production of the letters was based upon extraneous matters and constituted a denial of natural justice;

(3) that the Crown, in claiming privilege, was not acting in good faith;

(4) that the said letters were not privileged and the Board should not have sustained the claim for privilege without examining the letters.

In applying for *certiorari*, the applicants claimed that the Board's decision that the said letters were privileged should be quashed on the grounds already stated in support of the application for the writ of *mandamus*, as well as on the additional grounds that the Board erred in its decision and that such error was manifest upon the face of the record.

In his reasons for judgment, Chief Justice Culliton noted that Section 19 of the Trade Union Act authorizes the Minister to make Regulations respecting boards of conciliation and reads as follows:

> S. 19 The Minister may make such regulations as he thinks fit in regard to the establishment of boards of conciliation and the appointment of the members including the chairman thereof by the nomination of the parties to the dispute or by himself and for the sittings, procedure and remuneration of such boards and publication of the reports of such boards with a view to the rapid disposition of any dispute.

Section 13 (2) of the regulations made under the foregoing section provides that "A board may accept, admit and call for such evidence as in equity and good conscience it thinks fit, whether strictly legal evidence or not." This regulation appears to be only a restatement of the power granted to the board under s. 18 (2) of the Act, which in part states, "... a board may receive and accept such evidence on oath, affidavit or otherwise as in its discretion it may deem fit and proper." In the opinion of Chief Justice Culliton, whether under the Act or regulations, or both, the board has complete dis-

cretion both as to the nature and the admissibility of the evidence that may be adduced.

Considering the question whether *mandamus* was applicable to the situation at bar, the Chief Justice adopted the statement made by Mr. Justice Gordon in *R. ex rel. F. W. Woolworth Company Limited and Slabick et al. v. Labour Relations Board of Saskatchewan,* (L.G. 1954, p. 1748), when he said:

> It seems hardly necessary to say that in approaching this question it must be borne in mind that the applicant for the prerogative writ of *mandamus* must show a clear legal specific right to the relief asked. The duty must be imperative and not discretionary.

In Chief Justice Culliton's opinion, the applicants have failed to show any right to a writ of *mandamus* directed either to the chairman or to the Board. There was no suggestion that either the chairman or the Board has failed to perform any statutory duty imposed upon him or it, or that either has failed to exercise a jurisdiction which they have. The only complaint was that the Board erred in its ruling on privilege. In making that ruling, the Board exercised its discretion on a matter within its jurisdiction and, therefore, such decision was not the subject of *mandamus.* Moreover, Chief Justice Culliton added, *mandamus* is not the remedy to remove something which has been done, or to review what has been done. The court cannot exercise an appellate jurisdiction under the guise of *mandamus.*

Regarding the application for *certiorari,* Chief Justice Culliton stated that *certiorari* does not lie to question the Board's decision. The Board in question was an administrative tribunal performing neither a judicial nor quasi-judicial function (*F. F. Ayriss and Company et al. v. Board of Industrial Relation of Alberta et al.* (L.G. 1960, p. 477); *Guay v. Lafleur* (1964), 47 D.L.R. (2d) 226). Being an administrative tribunal, its decisions are not subject to review in *certiorari* proceedings (*Duplain v. Cameron et al.* (1960) 24 D.L.R. (2d) 619). Even if the Board in the case at bar could be held to be a judicial tribunal, *certiorari* would not lie to question a decision made within its jurisdiction [*Farrell et al v. Workmen's Compensation Board* (L.G. 1961, p. 474; L.G. 1962, p. 539); *R. v. Labour Relations Board of Saskatchewan, Ex p. Tag's Plumbing & Heating Ltd.* (L.G. 1962, p. 1289)].

In Chief Justice Culliton's view, the applicants, in seeking a writ of *mandamus* directed to the acting manager of the company and the Minister, have misconceived both the nature of the Board in question and its functions. The issue of the *subpoena duces tecum* was an administrative act performed by the chairman. The argument that the *subpoena* constituted an order by the chairman imposing an absolute duty on the company's manager and depriving him of the right to object to the production of certain documents in his custody, could not be accepted. The company's manager fully complied with the *subpoena* and exercised a right which he had. Similarly, the Minister had a right to claim privilege on the ground of public policy. It was for the Board then to rule on the validity of the submission made by the company's manager and the Minister. This the Board did and that decision was not open to review.

Also, Chief Justice Culliton held that the allegation that in claiming privilege the Crown was not acting in good faith and was attempting to thwart the purposes of the Board was without foundation.

The court dismissed the application for *mandamus* and *certiorari. Regina v. Clipsham et al, Ex parte Basken et al* (1965) 49 D.L.R. (2d) Part 8, p. 747.

British Columbia Supreme Court . . .

. . . quashes certification order on grounds that representation vote taken was invalid

On December 11, 1964, Mr. Justice Branca of the British Columbia Supreme Court quashed a certification order on the ground that the representation vote taken was not in accordance with the provisions of the B.C. Labour Relations Act and the Regulations issued thereunder, and the fact that some eligible voters belonging to a non-employee class of voters were not given a fair opportunity to vote, constituted a denial of natural justice.

Elgert Spruce Mills Limited carries on the business of logging and manufacturing rough lumber in Quesnel, B.C.

On July 31, 1964, the International Woodworkers of America, Local 1-424, made an application to the Labour Relations Board to be certified as a bargaining agent for the employees of the company, pursuant to the provisions of the B.C. Labour Relations Act. Toward the end of August 1964, the company was notified that a representation vote would be taken on August 31, 1964. The vote resulted in 25 of the eligible voters being in favour of the application and 21 against. On September 23, at the request of the company, a hearing was held in respect of the taking of the representation vote. The Board certified the Union on September 30, 1964.

Following these events, the company applied to the court to have the certification order quashed.

Section 14(3) of the Labour Relations Act provides that the Board may make such regulations as it deems proper with respect to all matters necessary for the taking of a representation vote, including the defining of the expressions "representation vote" and "eligible to vote".

Pursuant to the powers conferred by Section 14(3) of the Act, the Board passed certain regulations (B.C. Reg. 55/61, Section 14) which, *inter alia,* provided that every employee eligible to vote should have a reasonable opportunity to do so [Section 14(3) (i)] and defined the expression "eligible to vote" in the following way:

Section 14(4). For the purpose of a vote under (a) Section 12(3) of the Act, the employees eligible to vote shall be the employees in the unit at the date of application for certification, except where otherwise determined by the Board and subject to Section 12(6) of the Act.

Section 14(4) of the Regulations provided that those eligible to vote may be employees classified as follows: (a) Employees in the unit for which certification is sought at the date of the application for certification and/or (b) A class other than those mentioned in the preceding paragraph, that is, a class determined by the Board itself, subject to Section 12(6) of the Act.

Section 12(6) of the Act provides that employees, who are absent from work during voting hours and who do not cast a ballot, shall not be counted amongst the eligible voters for the purpose of determining the number of eligible voters who go to make up a majority of the ballots cast in favour of a trade union. Such persons constitute a class of employees designated as eligible but whose vote, if not cast, shall not be considered in computing a majority vote.

However, Mr. Justice Branca noted that the Act says nothing in relation to former employees who, at the time of the vote, were no longer working for the company and who, therefore, were absent from work and who, though classed as eligible, did not vote. There is no statutory direction that such votes, if not cast, are not to be counted in computing a majority of those eligible to vote in arriving at a determination under Sub-section (4) of Section 12 of the Act.

> Section 12(4) reads: (4) If, on the taking of a representation vote under subsection (3), a majority of the ballots of all those eligible to vote are cast in favour of the trade union, or if the Board is satisfied that a majority of the employees in the unit were, at the date of the application, members in good standing of the trade-union, the Board shall certify the trade union for the employees in the unit.

In interpreting Section 12 of the Act, Mr. Justice Branca noted that if the Board, when an application is made for certification, is satisfied that a majority of the employees in the unit were at the date of the application members in good standing of the trade union, the Board shall certify the trade union for the employees in the appropriate unit (Section 12(4). If, however, the Board is in doubt on that score, or if it is in doubt that a majority of the employees in the unit wish to be represented by the trade union making the application, the Board may then direct the taking of a representation vote (Section 12(3) (a) and (b). If, upon the taking of a representation vote, a majority of the ballots of all those eligible to vote are cast in favour of the trade union, the Board shall certify the trade union for the employees in the unit involved (Section 12(4). If, upon the taking of a representation vote, less than a majority of the ballots of all those eligible to vote are cast in favour of the trade union, the Board shall not certify the union.

If the question to be resolved is whether or not a majority of the employees of the unit "were at the date of the application" members in good standing of the union applying for certification, then, Mr. Justice Branca noted, the pattern laid down by Section 12 of the Act and B.C. Reg. 55/61, Section 14(4) (a) appears to be that the employees as of that date are the ones eligible to vote. Alternatively, if the question for determination on the part of the Board is whether a majority of the employees in the unit wish to be represented by the union applying for certification, the list of those eligible to vote is not clearly defined.

A list of eligible voters at the time of application may be an unfair one to determine the wishes of the employees, and this issue had to be resolved by the court in the case at bar. However, Mr. Justice Branca continued, under B.C. Reg. 55/61, Section 14(4) (a), the list of eligible voters may be one "otherwise determined by the Board and subject to Section 12(6) of the Act".

> Section 12(6) reads: (6) In determining the number of eligible voters for the purpose of subsection (4), employees who are absent from work during voting hours and who do not cast their ballots shall not be counted as eligible.

Section 12 of the Act is not too clear and presents difficulties in its interpretation. In this respect, Mr. Justice Tysoe in *Re Bakery*

and Confectionery Workers' International Union of America, Local 468 and Rotary Pie Service (L.G. 1962, p. 857) stated:

> A certification should not be granted unless the Board is satisfied that a majority of the employees in the unit are:
>
> (1) Members in good standing of the trade union making the application, and
>
> (2) Wish to be represented by the applicant.
>
> The legislature has set out the point of time as to which (1) should be determined and in my respectful opinion has logically set it as the date of the application. The point of time as to which (2) should be determined has not been specifically set, but clearly it is not intended it should be as "at the date of the application".
>
> When an employee casts his ballot he must surely be expressing his wish at that time and not as it was at some earlier time. By subsection (5) (b) of Section 12 . . . it is provided that, if on the taking of such a vote less than a majority of the ballots of all those eligible to vote are cast in favour of the trade union, the Board shall not certify the trade union for the unit, and by Regulation 14(4) the employees eligible to vote are to be the employees in the unit at the date of application for certification except where otherwise determined by the Board.
>
> The realities require that consideration be given to any material change in the relationship of the employees and the union or in the wishes of a majority of the employees which may take place between the date of the application and the time of the adjudication thereon. It would, I think, be contrary to the policy of the Act for the Board to ignore such events, although they may occur after the date of application.
>
> These matters persuade me that the date of the application does not govern as to the wishes of a majority of the employees regarding representation by the union which makes the application for certification.
>
> Resignation from the union may or may not mean that those who have resigned do not wish the union to represent them, but they are of sufficient significance to raise a serious doubt about the matter.

Considering the situation at bar, Mr. Justice Branca noted that the voters' list was the list of employees of the company as of the date of the application for certification. The representation vote was taken on August 31, 1964. The voting list compiled and used consisted of 57 persons who were in the employ of the company on July 31, 1964 (being the date of the application for certification). Of the 57 persons designated as eligible to vote, 21 had, on or about August 31, 1964, ceased to be employees. Twenty of those had quit of their own accord, one person had been fired on August 13. Forty-six of the 57 eligible to vote cast a ballot. Nine of those casting a vote were no longer actual employees of the company; eight of that number had terminated their employment and one had been fired as stated. There were 12 remaining eligible voters who belonged to a non-employee class on August 31, 1964, who did not vote. These clearly did not come within the class of employees designated in Section 12(6) of the Act.

The company alleged that no opportunity to vote was given by the returning officer to these 12 eligible voters who belonged to a non-employee class. This was confirmed by the chairman of the Board and concurred in by the remaining members of the Board at the hearing before the Board, at which time the validity of the representation vote was questioned and inquired into.

Under B.C. Reg 55/61, Section 14(3)(i), the returning officer shall "provide that every employee eligible to vote has a reasonable opportunity so to do".

In the circumstances of the situation at bar, Mr. Justice Branca held that it cannot be said that the vote was taken in accordance with the Regulations, which are promulgated with a view of conducting a fair representation vote as between employer and employee in order to ascertain a certain result. It may be that the nine voters, who were no longer employees, voted for the union; it may equally well be that they did not. However, they voted and those votes were counted in order to arrive at the end result. However, it is equally true in the end result that 12 of the eligible voters may easily have upset the resultant factual vote of 25 in favour of certification and 21 against. Each and every one of the 12 were entitled to a reasonable opportunity to vote, which must include some notification to them that a vote was going to be taken at a designated time and place, the time appointed being one which, after the notification, would permit a reasonable opportunity to each eligible voter to vote should he so desire. The non-employees designated as eligible voters, the active employees, and the employer, in the opinion of Mr. Justice Branca, all had the right to expect that the representation vote would be,

as those words imply, truly representative, in order to ascertain the wishes of the employees.

Mr. Justice Branca stated further that the primary purpose of the representation vote was to ascertain whether or not a majority of the employees in the unit wished to be represented by the union making the application. In his view, that question had to be ascertained as of August 31, 1964 (the date of the representation vote). It seemed strange to him that, in ascertaining the wishes of the actual employees, 21 non-employees should vote and thus the industrial destiny of the actual employees be determined largely by people classed as eligible to vote, but who were no longer employees belonging to a unit that was to be affected. However, as nine non-employees voted, it seemed to him that 12 non-employees classed as eligible to vote should have been given a reasonable opportunity to vote.

In conclusion, Mr. Justice Branca held that the representation vote taken was not in accordance with the mandatory procedure directed by the terms of the Act and the Regulations, and was in denial of the principals of natural justice and, therefore, invalid and void.

The court granted a writ of *certiorari* and quashed the certification order of September 30, 1964. *Regina v. Labour Relations Board for British Columbia, Ex parte Elgert Spruce Mills Limited* (1965) 49 D.L.R. (2d) Part 1, Page 55; CCH, Canadian Labour Law Reporter, para. 14,078.

Nova Scotia Supreme Court . . .

. . . upholds order of the Labour Relations Board refusing certification to trade union

On January 29, 1965, the Nova Scotia Supreme Court dismissed an application for writs of *certiorari* and *mandamus* and upheld an order of the Labour Relations Board refusing certification to a trade union which, in a representation vote, obtained 30 votes out of a total of 60 cast, since the Board was entitled to hold that the applying union had not been selected as the bargaining agent by a majority of the employees.

Local union No. 927 of the Teamsters, Chauffeurs, Warehousemen and Helpers applied on July 29, 1963, to the Nova Scotia Labour Relations Board for certification as a bargaining agent of a unit of employees of Woodlawn Dairy Limited of Dartmouth, N.S. The Board considered the application on August 19, 1963 in the presence of counsel for all parties, and directed that a vote of the employees of the dairy be held within the bargaining unit as provided by Section 9(4) of the Nova Scotia Trade Union Act.

The reason a representation vote was directed was that another union, Canadian Union of Chauffeurs, Dairy Workers, Warehousemen, Helpers and General Workers, Local No. 1 was already the bargaining agent for the employees of the dairy as of December 9, 1955, and some of these employees were in both unions. It was thus necessary, in order to ascertain the wishes of the majority of the employees, to submit the matter to a vote.

The voting took place on August 22, 1963 on the premises of the dairy with the following result:

No. of eligible voters	64
No. of votes cast in regular ballot box	60
No. voting for Teamsters	30
No. voting for Canadian Union	29
No. of spoiled ballots reserved for decision of the Board	1

The Labour Relations Board considered the vote and decided that 60 had voted, counting the reserved ballot as a vote but not counting it as a vote for either union, and thus held that the 30 who voted for the Teamsters was not a majority of the 60 voters. The Board thus reached the conclusion that the Teamsters had not been selected as their bargaining agent by a majority of the employees as required by s. 9(2) (b) of the Act, and dismissed the Teamsters' application for certification.

On October 18, 1963, the Teamsters asked for a reconsideration under s. 58 of the Act, submitting that the reserved ballot should not have been counted at all and, therefore, the number voting was 59, and the Teamsters, with 30 votes, had a majority.

The Board, accordingly, reconsidered the the matter on November 29, 1963, and decided the ballot, which formerly it had rejected, was a good ballot for the Canadian Union. This made the vote stand at 30 to 30 and, since the Teamsters still did not have a majority of the 60 votes cast, the Board again dismissed the application on the ground that the Teamsters had not been selected by a majority of employees as their bargaining agent.

Following these events, the Teamsters union applied for a writ of *certiorari* to quash the orders of the Board and for a writ of *mandamus* to order the Board to certify the Teamsters union as a bargaining agent for the employees of Woodlawn Dairy.

Mr. Justice Bissett, who rendered the judgment of the court (with whom other judges concurred), limited the application for *certiorari* to the second order of the Board as, in his opinion, in its second order, the

Board came to the same conclusion as in the first order, but for different reasons, and when the second order came into effect, the first order ceased to exist.

Mr. Justice Bissett stated that the record, which the court had to consider, consisted of the second order of the Board and "all the matters recited" therein and, in order to quash the order, there must be "errors of law on its face" [*The Queen v. Labour Relations Board (Nova Scotia)* (L.G. 1962, p. 448)].

Further, he stated that in the *certiorari* application under consideration, the court could only consider three matters:

(1) Was there an error in law on the face of the order of the Board?

(2) Was there an excess of jurisdiction by the Board?

(3) Was there a denial of natural justice by the Board?

With regard to the question whether there was an error in law on the face of the order, Mr. Justice Bissett considered the contention of the Teamsters that the reserved ballot should not have been counted at all. In his view, the determination of the intention of a voter is a question of fact and not of law and, therefore, not subject to *certiorari*. Besides, in his opinion, the reserved ballot was good as it appeared that the voter voted first for the Teamsters, and then changed his mind and voted for the Canadian Union. Further, he stated that the instructions on the notice of election signed by the chief executive officer of the Board, are only for the guidance of the voters and cannot affect the authority of the Board to decide whether a ballot is good or bad as provided for by the regulations. He concluded that there was no error in law on the face of the order.

Next, Mr. Justice Bissett considered the Teamster's contention that the Board exceeded its jurisdiction in failing to accept the report of the voting made to the Board by its chief executive officer that 60 votes were cast, that 30 members of the proposed bargaining unit voted for the Teamsters, that 29 voted for the Canadian Union and that one ballot was spoiled.

In the opinion of Mr. Justice Bissett, the chief executive officer did not report that one ballot was spoiled, but he reserved this ballot, which he called "spoiled", for the opinion of the Board.

Section 9B of the regulations, made by the Board, reads: "Where the Board has directed that a vote be taken of the employees in a bargaining unit, the chief executive officer shall be responsible for the taking of the vote, and, subject to the direction of the Board shall have authority on behalf of the Board to determine all matters whatsoever pertaining to the taking of the vote, and to issue all directions deemed necessary by him for this purpose, and shall report the result of such vote to the Board for its further action.

In interpreting this provision, Mr. Justice Bissett stated that, because the chief executive officer has "authority on behalf of the Board to determine all matters whatsoever pertaining to the taking of the vote", he can reserve a ballot for consideration and decision by the Board. Further, he held that Section 9B of the regulations empowers the Board to deal itself with all voting matters when it so desires, which would include deciding the validity of a questioned ballot. Consequently, there was no excess of jurisdiction by the Board.

Next, Mr. Justice Bissett considered the allegation that there was a denial of natural justice by the Board. The Teamsters submitted that the Board held the reserved ballot to be good without giving them a proper opportunity to be heard on the matter. Mr. Justice Bissett stated that, at the hearing for reconsideration of the second order, counsel for the Teamsters had every opportunity to present his view as to what should be done with the reserved ballot. It was after a long argument that the Board decided that the rejected vote should properly have been counted for the Canadian Union, which was a correct decision, and the vote thus resulted in a tie and so there was no majority for either party. In the opinion of Mr. Justice Bissett, there was no denial of natural justice as counsel for the Teamsters was given every opportunity to be heard, and was dealt with most fairly by the Chairman of the Board.

Finally, Mr. Justice Bissett held that Section 11 of the Trade Union Act states that the Board "may" decertify an incumbent union. This phrasing imparts a discretion in the Board which therefore cannot be interfered with by *mandamus*.

The application for the writs of *certiorari* and *mandamus* was refused. *Regina v. Nova Scotia Labour Relations Board, Ex parte Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 927* (1965) 49 D.L.R. (2d) Part 8, p. 763; CCH, Canadian Labour Law Reporter, para. 14,058.

Recent Regulations, Federal and Provincial

Quebec issues new general minimum wage order increasing rates by 21 and 25 per cent to 85 cents an hour in Metropolitan Montreal. Alberta revises regulations on safety committees

New regulations issued by the federal Government dealt with transitional assistance benefits for automotive workers, social insurance numbers and rates payable to civil servants for overtime and for work on holidays.

In Quebec, a new general minimum wage order increased rates by 21 and 25 per cent to 85 cents an hour in Metropolitan Montreal and to 80 cents elsewhere.

In Alberta, the regulations respecting safety committees were revised, and apprenticeship regulations were issued for the auto body mechanic, motor mechanic, ironworker and glassworker trades.

Newfoundland issued apprenticeship regulations for the cooking and bricklaying and masonry trades.

Appropriation Acts

On September 22, the federal Government published the Transitional Assistance Benefit Regulations. The new regulations (SOR/65-410) set out the conditions under which workers in the automotive manufacturing and parts industries, who have become unemployed as a result of the operation of the Canada-United States agreement on automotive products, may obtain transitional assistance benefits.

Civil Service Act

Among other changes, recent amendments to the Civil Service Regulations brought the provisions respecting payment for work on a holiday, and for overtime, into line with the requirements of the Canada Labour (Standards) Code.

One result is that civil servants who are required to work on a holiday must now be paid, in addition to their regular pay, time and one-half their hourly rate for all time worked.

Employees who are required to work on a holiday that falls on a day of rest, must be paid at the rate of two and one-half times their hourly rate if their standard weekly hours are less than 40, and three times their hourly rate if their standard work week is 40 or more hours.

Casual employees must now be paid for eight statutory holidays, if they have been continuously employed for a period of at least 30 days prior to the holiday. If required to work on a holiday, casual employees must be paid at the rate of one and one-half their hourly rate for all hours worked in addition to their normal pay.

Another change is that federal civil servants whose standard weekly hours are 40 or more must now be paid time and one-half for overtime. The provision providing for compensatory time off has been dropped.

The new regulations (SOR/65-370 and SOR/65-392) were gazetted on August 25 and September 8, respectively.

Canada Pension Plan

The Canada Pension Plan (Social Insurance Numbers) Regulations (SOR/65-372) issued on August 25 set out the procedures to be followed when applying for a social insurance number.

Every person who has not already been assigned a social insurance number and is required by the Act to have one, must submit an application to the Unemployment Insurance Commission on the official form, giving the particulars specified.

Application forms may be obtained from any post office or from any office of the Unemployment Insurance Commission, the Department of National Revenue or the Department of National Health and Welfare.

Alberta Apprenticeship Act

In Alberta, new apprenticeship regulations have been issued for the trades of motor mechanic, auto body mechanic, glassworker and ironworker.

The regulations for the motor mechanic and auto body mechanic trades were gazetted as Alta. Reg. 387/65, and Alta. Reg. 406/65, on July 31, replacing regulations for the motor vehicle repair trade issued in 1949. One reason for the change was that, in the revised list of apprenticeable trades issued last November, the trades of motor mechanic and auto body mechanic were listed as separate trades, replacing the motor vehicle repair trade.

The regulations for the trade of glassworker and ironworker (Alta. Reg. 502/65 and Alta. Reg. 503/65, gazetted September 15) are the first to be issued for these trades, that were designated as apprenticeable trades last winter.

In the four trades, the minimum age for apprentices is 16 years. No upper age limit is set, but preference will be given to persons under 25 years.

The minimum education requirement is Grade 9, or its equivalent, in the motor mechanic and auto body mechanic trades,

and Grade 10 in the glassworker and ironworker trades. As in other trades, persons with lower qualifications who are recommended by a local advisory committee may be accepted by the director of apprenticeship, provided they pass the prescribed examinations.

The term of apprenticeship in each of the trades consists of four periods of 12 months each. Each period is to consist of at least 1,800 hours of employment, including time spent attending the prescribed technical courses. As in other trades, time credits may be granted for technical or vocational training or previous experience in the trade.

The ratio of apprentices to journeymen is one to two in the motor mechanic, auto body mechanic and glassworker trades, and one to three in the ironworker trade. In line with the usual practice, an employer who is a journeyman or who employs one journeyman will, however, be permitted to have one apprentice.

In the motor mechanic and auto body mechanic trades, the minimum wage payable to apprentices is 55 per cent of the prevailing journeyman's rate during the first period, increasing by 10 per cent each period to 85 per cent in the fourth period.

Apprentices in the ironworker trade must be paid at least 55 per cent of the prevailing journeyman's rate during the first period, 60 per cent the second, 70 per cent the third, and 80 per cent the fourth.

In the glassworker trade, the minimum starting rate for apprentices is 45 per cent of the journeyman's rate. This must be increased to 55 per cent during the second period, to 70 per cent during third, and to 85 per cent during the fourth period.

Alberta Workmen's Compensation Act

The Alberta Workmen's Compensation Board has revised its regulations governing safety committees. Among other changes, the new regulations place more direct responsibility on the employer to see that the safety committees carry out their duties. The new regulations apply to all industries within the scope of the Act.

Every employer with 20 or more employees must appoint a safety committee consisting of at least three workmen. One exception is an employer engaged in an industry classified as "low hazard". An employer whose operations are such that a safety committee cannot function efficiently is also exempted, provided the Board has approved an alternate arrangement.

The Board, on the other hand, may now require any employer, whatever the type or size of his establishment, to appoint a safety committee if it considers it in the interests of safety.

Previously, every employer with 10 or more employees had to establish a safety committee composed of at least two members. This rule applied only to operations above ground, however.

Under the new regulations, the onus is on the employer to see that the safety committee makes the reports, holds the meetings, and conducts the inspections required by the regulations.

A safety committee must inspect the employer's operations at least once a month, identifying hazardous conditions and unsafe procedures. It is also required to hold regular meetings at least once a month, and must report its findings to the employer, including its recommendations for the elimination of any dangers.

The employer, rather than the safety committee, is now responsible for sending to the Board a monthly report of the committee's activities. This report must be prepared in the form of a minute on the employer's stationery and must include the following information: the employer's name and Workmen's Compensation Board account number; the number of workmen employed; the date and place of the last committee meeting and the number of members who attended; the date and place of the next meeting; the inspection activities undertaken by the committee since the last report; the recommendations made by the committee, and the action taken by the employer.

Newfoundland Apprenticeship Act

In Newfoundland the cooking trade has been designated an apprenticeable trade and the first special regulations for the trade have been issued. The regulations went into force on June 18, and were published on July 20.

The first apprenticeship regulations to be issued for the bricklaying and masonry trade went into force on April 21. They were gazetted on July 20.

The new regulations apply throughout Newfoundland, except where the trades have been designated as apprenticeable trades under approved company training plans.

An apprenticeship training plan for the Wabash Mines also went into force on July 13, and was gazetted on July 20.

Apprentices in the cooking and bricklaying and masonry trades must be at least 16 years of age and must have at least Grade VIII or equivalent education. With the approval of the Provincial Apprenticeship Board, however, persons with a lower educational standard may be accepted if they were employed in the trades when the regulations were approved.

In the bricklaying and masonry trade, the term of apprenticeship is four years or 8,000 hours actually occupied in the trade, whichever is greater, including the probationary period and the required hours of related technical instruction. In the cooking trade, the term of apprenticeship is three years or 6,000 hours, whichever is greater.

An apprentice in the bricklaying and masonry trade must attend classes for eight weeks the first year, six weeks the second and third years, and five weeks the fourth year. An apprentice cook must attend classes for eight weeks the first year, six weeks the second year, and eight weeks the third year.

The ratio of apprentices to journeymen is one to five in the bricklaying and masonry trade, and one to one in the cooking trade.

During the first period (six months or 1,000 hours, whichever is greater), an apprentice in the bricklaying and masonry trade must be paid not less than 40 per cent of the prevailing journeyman's wage in the place of employment. This must be increased by five per cent every period to 60 per cent in the fifth period. The minimum is 70 per cent of the journeyman's wage in the sixth period, increasing to 80 per cent in the seventh, and to 90 per cent in the eighth.

In the cooking trade, the minimum for apprentices is 50 per cent of the prevailing journeyman's rate during the first two periods, 65 per cent during the third and fourth periods, and 80 per cent during the fifth and sixth periods.

In no case, however, may an apprentice in either trade receive less than the wage set in the current minimum wage order.

Quebec Minimum Wage Act

In Quebec, a new order of the Minimum Wage Commission establishing a general minimum wage of 85 cents an hour for employees in Zone I (Greater Montreal), and of 80 cents for workers in Zone II, was approved by O.C. 1765 on September 8 and went into force on October 1.

In addition to these immediate increases in the minimum wage, the Commission has published its recommendations for further increases in minimum rates. It has proposed that the minimum wage be further increased to $1.05 an hour in the Montreal area, and to $1 elsewhere in the province by April 1, 1967. A notice setting out the Commission's recommendations was published on September 18, stating that persons or organizations wishing to make representations must do so between October 1, 1965 and March 1, 1966. The Minister of Labour said that this would enable objections to be heard before a final order was submitted to the Cabinet for approval. He also said that the projected minimum wage levels might be achieved by stages.

Coverage—The new order applies to all industries, businesses and occupations, except agriculture and domestic service.

As before, some classes of employees are also exempted. They include: employees subject to another order or to a decree under the Collective Agreement Act; the employer's consort and his children; members of the clergy or a religious institution; blind persons working in establishments for the blind; and independent workers, whatever their basis of payment, who work outside the employer's establishment, and whose hours are not controlled by him.

In addition, the new order excludes three classes not previously exempted—student nurses; students who, during the school year, are working in establishments where an approved occupational training program is in effect; and students employed in summer camps or who carry out recreational or education programs for children.

Zones—As noted above, the province is again divided into two zones for purposes of this order. Zone I comprises the Metropolitan Montreal area, that includes Montreal Island, Isle Jesus, Isle Bizard, and the County of Chambly. Zone II covers the rest of the province.

Hours—As before, the rates set are based on a normal work week of 48 hours, and overtime must be paid for any additional hours worked.

Minimum Rates and Overtime—As noted above, the new order sets a general minimum wage of 85 cents an hour for employees in the Montreal area, and of 80 cents for workers in other parts of the province. The new rates represent increases of 21 per cent and 25 per cent over the previous minimums that were 70 cents an hour in Zone I, and 64 cents in Zone II. According to press reports, the Minister said that 100,000 workers had been receiving the old minimum rates.

In addition to the general minimums, the order sets special rates for three categories of workers—persons under 18 years; inexperienced workers; and watchmen who are provided with free living quarters.

The minimum for employees under 18 years is 65 cents an hour in Zone I, and 60 cents in Zone II. The Minister said the Government was doing this "to encourage young people to stay in school and complete their education, and at the same time to provide justice for the employers". The previous order did not differentiate solely on the basis of age, but set lower minimums for students and for occupations such as messenger, bellboy, pinsetter, etc. (56 cents and 52 cents an hour, depending on the location).

For the first 60 working days, persons on probation may be paid 10 cents less than the general minimum, that is 75 cents an

hour in Zone I, and 70 cents in Zone II. Previously, the minimums for inexperienced workers were 56 cents and 52 cents an hour, and were payable for a maximum period of six months.

The minimum for watchmen who are provided with free lodgings is $45 a week in Zone I, and $40 in Zone II.

As indicated above, the overtime rate is now one and one-half times the "going" rate, instead of time and one-half the minimum rate. There are also fewer exceptions than formerly. The only employees now exempted from the overtime requirements are watchmen provided with free lodgings, and employees of fishing establishments in specified areas along the Gulf of St. Lawrence.

The new order makes it quite clear that piece workers are to be paid wages at least equal to the minimum payable to time workers for a regular work week and for overtime.

Tips, as before, are regarded as the exclusive property of the employee. The employer may not deduct them nor may he count them as part of the wages to be paid, even with the employee's consent.

The provision requiring employers to pay for "waiting time" has been reworded. It now provides that the employee is to be considered as working when he is at the disposal of the employer and obliged to wait for work to be given to him.

The call-in-provision has also been revised. It no states that an employee who works less than three hours a day is entitled to at least three hours' pay at the minimum rate, unless he refuses to do the work requested of him.

Deductions—Deductions from the minimum wage continue to be prohibited unless authorized by a statute or a court order.

A new provision expressly prohibits an employer from making a deduction from the minimum wage for the purchase, use, and upkeep of a uniform that he requires the employee to wear.

If an employer furnishes an employee with board or lodgings or both, the maximum amounts that may now be deducted from the minimum wage are: 60 cents for single meals; $3 for a week's lodging; and $15 for a week's board and lodging.

Weekly Rest—The weekly rest provision has been reworded to make it clear that every employee is to be allowed a weekly rest of at least 24 consecutive hours, or two periods of 18 consecutive hours each.

Payment of Wages—Wages must be paid in currency or by cheque at regular intervals not exceeding 16 days. No other method of payment may be adopted without the approval of the Minimum Wage Commission.

Records and Pay Statements—The provisions making it mandatory for employers to keep records and to furnish employees with pay statements every pay day, are similar to those in the previous order, except that employers are now required to show the number of regular and overtime hours worked by all employees, whatever their wage rate. Previously, employers were not obliged to record the hours worked by employees hired for a fixed weekly, monthly or yearly wage who received at least $60 a week in Zone I, and $55 a week in Zone II, because such employees had no right to claim overtime.

Railway Arbitration Decisions

(Continued from page 1088)

provided for in Article 10, yardmen's compensation, that, too, remains a matter for future negotiation. It has not been achieved by the existing provisions.

Applying this reasoning to the facts set forth in this particular case, I find all switching claimed for was done "in connection with their own train" as provided for in Article 140.

This claim must, therefore, be disallowed.

With respect to the claims of yardmen, it should be clear from the foregoing that they have no claim upon switching, transferring, or industrial work when it is performed by trainmen in closed yards in connection with their trains.

Those claims are also disallowed.

Monthly Report of Placement Operations of the National Employment Service

Number of placements totalled 132,100 in September, which was 0.9 per cent lower than the total in September 1964 and 8.2 per cent above average for September since 1960

Placements of workers by local offices of the National Employment Service during September numbered 132,100. This was 0.9 per cent lower than the total in September 1964. However, this total was 8.2 per cent above the average figure for the month during the previous five years.

The regional distribution of September placements, and the percentage changes from September 1964 were:

Atlantic	10,400	−3.2
Quebec	34,300	−2.3
Ontario	47,600	−0.1
Prairie	22,500	+6.1
Pacific	17,300	−6.8
CANADA	132,100	−0.9

Regular placements (those with an anticipated duration of more than six working days) totalled 87,400, an increase of 2.9 per cent over September 1964. The proportion of regular placements to all placements increased from 63.8 per cent in September 1964 to 66.2 per cent in September 1965.

Cumulative placement totals January to September amounted to 927,100, an increase of 2.3 per cent over the total for the same period in 1964.

The regional distribution of the cumulative totals, and the percentage changes from 1964, were:

Atlantic	67,500	+3.1
Quebec	240,900	−3.2
Ontario	319,400	+3.0
Prairie	170,700	+5.7
Pacific	128,600	+6.4
CANADA	927,100	+2.3

Male placements totalled 90,700 in September, an increase of 0.5 per cent over the total for September 1964. Regular placements of men increased by 3.4 per cent and accounted for the fractional gain in total male placements.

Regional distribution of the male placements, and the percentage changes from 1964 were:

Atlantic	7,300	−0.4
Quebec	24,300	−4.6
Ontario	31,200	+0.1
Prairie	15,900	+6.1
Pacific	12,000	+6.4
CANADA	90,700	+0.5

Female placements in September totalled 41,400, a decrease of 3.8 per cent from the total for September 1964. Decreases in casual placements and transfers-out of women were partially offset by increases in regular placements. Regional distribution of the female placements, and percentage changes from 1964 were:

Atlantic	3,100	− 9.2
Quebec	10,000	+ 3.9
Ontario	16,400	− 0.6
Prairie	6,700	+ 6.0
Pacific	5,200	−27.5
CANADA	41,400	− 3.8

Placements requiring the movement of workers from one area to another totalled 11,300 during September. This was a decrease of almost 2,000 from the total in September 1964, and the proportion of such transfers to total placements decreased from 9.9 per cent in September 1964 to 8.5 per cent in September 1965.

Transfers-out, by region, were:

Atlantic	2,700
Quebec	5,300
Ontario	1,800
Prairie	500
Pacific	1,000
CANADA	11,300

Employers notified NES local offices of 172,100 vacancies during September. This was an increase of 5.0 per cent from the total in September 1964, and an increase of 23.7 per cent over the average for the month of September during the previous five years.

The increase in demand was common to all regions except Pacific, where there was a decrease in vacancies for women. Total vacancies for men, at 108,700, represented an increase of 6.9 per cent, and female vacancies which totalled 55,200, were up 1.2 per cent.

The cumulative total of vacancies, January to September inclusive, was 1,221,000. This was an increase of 5.6 per cent from the total for the corresponding period in 1964, and the highest number reported for any comparable period since 1947.

Monthly Report on Operation of the Unemployment Insurance Act

At the end of August, there were 6.5 per cent fewer benefit claimants than on July 31 and 5.2 per cent fewer than at the end of August 1964. Ninety per cent of the decrease were males

Claimants for unemployment insurance benefit on August 31 numbered 172,500, which was 6.5 per cent below the total of 184,400 on July 30, and 5.2 per cent less than the 182,000 reported on August 31 last year.

Females made up two thirds of the drop during August, but 90 per cent of the decrease from last year consisted of males.

Initial and Renewal Claims

There were 83,900 initial and renewal claims during August, compared with 86,100 in July and 79,000 in August 1964.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 130,200 for August, 118,200 for July and 139,400 for August 1964.

Benefit payments amounted to $12,800,000 in August, $11,800,000 in July and $13,200,000 in August 1964.

The average weekly payment was $23.39 in August, $23.83 in July and $23.66 in August 1964.

Insurance Registrations

On August 31, insurance books or contribution cards had been issued to 4,582,071 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 341,125, an increase of 325 since July 31.

Enforcement Statistics

During August, 8,183 investigations were conducted by enforcement officers across Canada. Of these, 5,570 were spot checks of claims to verify the fulfilment of statutory conditions, and 800 were miscellaneous investigations. The remaining 1,813 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 313 cases, 123 against employers and 190 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 650.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in August totalled $34,443,345.45, compared with $33,597,133.92 in July and $31,466,408.64 in August 1964.

Benefits paid in August totalled $12,790,935.08, compared with $11,828,778.54 in July and $13,198,560.14 in August 1964.

The balance in the Fund on August 31 was $81,456,772.57, on July 31 it was $59,804,362.20 and in August 1964, it was $18,826,357.90.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2497, May 28, 1965

Translation

Summary of the Main Facts—The claimant filed an initial application for benefit on December 30, 1964. He declared that his wife had died, and claimed the dependency rate applicable to a person with a dependant, in this case his daughter. He stated that his daughter was 20 years old, that she was attending a nursing course; that she was being paid $15 a month as a student; and that the government was giving his daughter $50 a month for room and board. He added that he himself was spending about $600 a year for his daughter's clothing, transportation expenses, books and petty expenses, and that during her holidays, she stayed with him, in the domestic establishment he maintains.

The insurance officer came to the conclusion that the claimant was not entitled to the dependency rate, inasmuch as he had not proved that he maintained a self-contained domestic establishment, and that he maintained his daughter wholly or mainly therein.

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* These do not necessarily relate to the investigations conducted during this period.

The claimant appealed from the decision of the insurance officer to a board of referees on the ground that he had to spend between $600 and $700 for his daughter this year and that he maintains the domestic establishment in which he lives. The claimant appeared at the hearing of his case by the board of referees on March 4, 1965.

The board of referees came to the conclusion that, although the dependant has neither hearth nor home in the claimant's residence, and does not live nor sleep nor take her meals regularly there, it is, nevertheless, true that it is her permanent residence because, being a minor, her residence, according to the civil law of the province of Quebec, is with her parents where she, moreover, spends all her holidays. The board concluded that she must be considered a permanent resident at her parent's home though working outside. The board added that as the dependant was not earning more than $20 a week, she thus met the provisions of Regulation 168(2).

The insurance officer appealed for the following reasons:

> . . . The board of referees erred in deciding that the claimant wholly or mainly maintains his daughter. On this point, the claimant himself stated that his daughter receives $15 a month as a student nurse, and that the provincial government pays her $50 for room and board. This represents an annual amount of $780—a larger contribution than that of the claimant which, according to his statement, amounts to between $600 and $700 a year.
>
> The board also erred in deciding that the claimant supported his daughter in a self-contained domestic establishment maintained by him, because the board of referees, after studying the facts brought to its attention, recognized that the dependant, claimed by the insured, does not ordinarily reside, nor sleep, nor take her meals regularly in the domestic establishment maintained by the claimant.
>
> The board of referees erred in deciding that, according to the Unemployment Insurance Regulations, the dependant could have her residence in a place other than the one where she ordinarily resides, sleeps and takes her meals, simply because she is a minor and visits her father during her holidays.
>
> The fact that the dependant's revenue does not exceed $20 a week is not relevant, as that provision of the regulations is solely for the purpose of disqualifying, as a dependant, any person having such an income. The essential point in the present case is that the claimant does not wholly or mainly support his supposed dependant, and that the latter is not supported in a self-contained domestic establishment maintained by the claimant. Consequently, the claimant does not prove his right to the dependency rate of benefit.
>
> In CUB 1871, a similar case, that was brought to the attention of the board of referees in this instance, the umpire decided that the claimant had not proved that he was supporting his daughter in a domestic establishment under Regulation 168(1)(a). . . .

Considerations and Conclusions

The text of sub-section (1)(a) of Regulation 168 is ambiguous for, when taking it separately and literally, one could undoubtedly conclude that the fact that a dependant has his domicile at the domestic establishment of the supporting person, even if he does not regularly reside, does not sleep nor take his meals therein, is sufficient to comply with the regulation. However, the above-mentioned subsection must be read in conjunction with section 47(3) of the Act, of which the relevant part reads as follows:

> (a) a person with a dependant is (iv) a person who maintains a self-contained domestic establishment and supports therein, wholly and mainly, a person connected with him by blood relationship. . . .

The words "supports therein" of subparagraph (iv) make it an obligation for the dependant ordinarily to reside, sleep and take his meals in a domestic establishment maintained by the person who supports him.

Now, it is obvious that, even if, according to civil law, the minor daughter of the claimant in the present case has no other domicile than her father's, it is not her usual residence. For that only reason, and even if the claimant had proved satisfactorily, which is not the case, that he supported his daughter mainly, the decision of the board of referees must be invalidated.

Consequently, I decide to allow the appeal of the insurance officer.

Decision CUB 2511, July 12, 1965

(*Translation*)

Summary of the Main Facts—The claimant, from Gales Ferry, Connecticut, U.S.A., filed an initial application for benefit at the New London (Connecticut) employment office, on August 21, 1964. According to the evidence, she registered for employment as an assembler (electronics). She was last employed as an assembler (electronics) . . . in Montreal from August 3, 1961 to May 21,

1964. Her hourly rate of pay was $1.86. Her reason for leaving her job was as follows:

Quit my job to marry and move to this area. Am available for full-time work in area. Have own transportation. Will accept a minimum of $1.86 an hour. Will look for work as assembler. Arrived in this area on May 29, 1964, to make my home.

On August 24, 1964, the claimant refused to apply for work as an assembler (electronics) with T . . ., New London, to which she was referred by the local office. The offer was for continuing employment, 8 hours a day, 40 hours a week (day work). The job was located 7 miles from her home. The offered rate of poy of $1.25 an hour was the prevailing rate in that area. The employment office mentioned that the only transportation available was by automobile.

At the time of her refusal, the claimant stated, among other things, that she was available for full-time work in the New London area, that she had a car, that she would not accept less than $1.86 an hour, and that she would look for a job as an assembler. The New London office commented that to ask for $1.86 an hour was "way out of line".

In another statement, the New London office said: Claimant advised that wage restriction is severe. . . . Employment prospects at wage stated are remote.

On September 8, 1964, the insurance officer advised the claimant that she was disqualified and that benefit was suspended from August 23, 1964 to October 3, 1964, inclusive, because she had, without good cause, refused to apply for a situation in suitable employment (section 59(1)(a) of the Act).

On September 16, 1964, the claimant stated that she was prepared to accept not less than $1.50 an hour. The New London office pointed out that the prevailing rate being $1.30 an hour, her chances of finding work at $1.50 were very remote.

On October 21, 1964, the claimant appealed to a board of referees stating:

> . . . I refused work at T . . . . They offered me $1.25 an hour. I was earning $1.86. I cannot accept such wages. When I am offered wages close to what I was earning in Montreal, I will be ready to accept a job . . .

On October 27, 1964, the insurance officer advised the claimant that she was disqualified and that benefit was suspended from October 11, 1964. He added:

> You have failed to prove that you were available for work within the meaning of section 54(2) (a) of the Unemployment Insurance Act. The restrictions placed by you with regard to the wage rate and the kind of work that you would be prepared to accept, practically reduce to nothing your chances of obtaining employment in the circumstances.

On November 13, 1964, the claimant appealed this decision, stating:

> . . . I was earning $1.86 an hour, with the possibility of earning even more. The minimum wage in New London is $1.25 an hour for any beginner. I am prepared to accept a decrease in wages from $1.86 an hour to $1.50 an hour here in New London in the same kind of work. I do not think that I am asking for the impossible—0.25 cents more an hour for a worker having nine years experience in electronics, compared to one with no experience . . .

Following an adjournment, the board of referees heard the case in Montreal on December 14, 1964. The claimant did not attend the hearing, but she was represented by . . . of the Confederation of National Trade Unions.

By a majority decision, the board of referees dismissed the appeal. The dissenting member stated:

> After hearing the evidence given by . . . who represented both [the claimant] and the National Trade Unions, I am of the opinion that a person who has worked for nine years in the same trade should not allow her salary to be lowered from an hourly rate of $1.86 to one of $1.25. It would be useless for her to work for part of her life in order to obtain a fair wage and then, after being out of work for three months, to have to work at a minimum wage.
>
> I am of the opinion that the claimant's entitlement to benefit should be re-established considering that the work is the same and that the claimant should receive at least the wages that she is prepared to accept, i.e. an hourly rate of $1.50, and for that reason, I believe that the claimant had good cause to refuse such work.

On January 29, 1965, the claimant appealed to the Umpire, stating:

> . . . We do not understand why she should be deprived of her right to unemployment insurance benefit, considering that, since August 21, 1964, she reported every week, thereby proving her availability for employment and her desire for work, without regard to the rate of pay which she would have a right to expect.
>
> On December 28, 1964, she, by herself, succeeded in finding a position at an hourly rate of $1.41.

If we take her record into consideration, we cannot accuse her of relying on unemployment insurance benefits because, over a period of 13 years, she very seldom had to apply for unemployment insurance benefits, and she was paid benefits for about 12 to 14 weeks.

After trying herself to find employment, she saw in all the area newspapers offers of employment at T . . . which the unemployment insurance office had not even mentioned to her.

Grounds for Appeal

1. After working for nine years in a trade that was paying her an hourly rate of $1.86 at the time of separation, [the claimant] felt that she had the right to refuse an offer of an hourly rate of $1.25 because, according to our interpretation of the Act, she was being denied similar conditions.

2. [The claimant] had to pay transportation costs and this altered the conditions.

Availability

The unemployment insurance office never referred [the claimant] to a new situation. Why blame her if she received no offer of employment, and concluded that she was not available for work because she once refused a position under conditions other than those that prevailed in her previous situation.

2. [The claimant] has proved her availability for work by reporting, without fail, to the unemployment insurance office since August 21, 1964, even during the period when she was disqualified from receiving benefit.

3. [The claimant] further proved her availability for work by trying by herself to find employment, doing so because of the lack of any referral from the unemployment insurance office.

4. As a matter of fact, on December 28, 1964, [the claimant] succeeded in finding employment by herself at Y . . ., Paweatuch, Connecticut . . .

Considerations and Conclusions

The most important fact in the case, a fact that neither the claimant nor her representative seemed to have taken into account, is that the claimant left an area where employment conditions were more favourable to her for another where, according to the evidence, they were not as favourable. Furthermore, it was of her own free will and for purely personal reasons that she moved to the other area.

In view of the foregoing, I consider that, according to the facts as submitted, the situation to which the claimant was referred on August 24, 1964, was suitable within the meaning of Section 59 of the Unemployment Insurance Act, and that she refused, without good cause, to apply for such employment. Furthermore, I am of the opinion that she has failed to prove her availability for work as required by section 54(2) (a) of the Act.

Consequently, I decide to confirm the majority decision of the board of referees and to dismiss the claimant's appeal.

ILO Technical Meeting

(*Continued from page 1030*)

The meeting also adopted a number of resolutions concerning the following questions: the development of tourism and related industries; seasonal and migrant workers; legal protection of foreign workers; vocational training; freedom of association and trade union rights; discrimination in employment; young workers; hygiene in hotels, restaurants and similar establishments; invalidity, old-age and survivors' pensions; and future action of the ILO concerning hotels and restaurants.

The meeting devoted most of its plenary sittings to a general discussion on the economic and social problems confronting the catering industry.

Delegates to the meeting came from Belgium, Brazil, France, Federal Republic of Germany, India, Italy, Japan, Kenya, Lebanon, Mexico, Nigeria, Senegal, Switzerland, Trinidad and Tobago, United Arab Republic, United Kingdom, United States, Union of Soviet Socialist Republics, Venezuela and Yugoslavia.

Wage Schedules Prepared and Contracts Awarded in September

Works of Construction, Remodelling, Repair or Demolition

During September, the Department of Labour prepared 328 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 261 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 248 contracts not listed in this report that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legilsation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	145	$1,097,491.00
Post Office	5	134,296.23
Transport	2	42,529.80

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The federal Government's Fair Wages and Hours of Labour legislation ensures that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made During September

During September, the sum of $7,917.15 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 142 workers concerned.

Contracts Containing Fair Wage Schedules Awarded During September

DEPARTMENT OF AGRICULTURE

Ottawa Ont: Stan-Dix Construction Ltd, alterations to poultry & small animal bldg, CEF. *Saskatoon Sask:* A L Adams Construction Ltd, construction of prefabricated metal storage bldg.

ATOMIC ENERGY OF CANADA

Chalk River Ont: John T Hepburn Ltd, supply & installation of structural steel, bldg 469, nuclear laboratories.

CENTRAL MORTGAGE AND HOUSING CORPORATION

St. John's Nfld: Avalon Construction & Engineering Ltd, site work & landscaping, FP 5/54. *Montreal area Que:* Deschenes & Perreaut Ltée, siliconing & caulking, St George Gardens. *St Laurent Que:* Cie Pavage Broadway Ltée, site improvement, Park Royal. *Kingston Ont:* Carefoot Holdings Ltd, construction of housing units, site works & landscaping, FP 6/64.

In addition, this Corporation awarded 13 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Bersimis Indian Agency Que: Georges Deschenes, construction of basements for houses, Bersimis reserve. *Odanak-Lorette Indian Agency Que:* Charles Trudel Inc, asphalt paving of streets, Lorette reserve. *Sault Ste Marie Indian Agency Ont:* John McLeod & Sons Ltd, replacement of exterior water & sewer services, Shingwauk residential school. *Sioux Lookout Indian Agency Ont:* Atco Industries Ltd, construction of school & residence, Osnaburg day school. *Six Nations Indian Agency Ont:* G S Wark Ltd, construction of school with playroom, New Credit reserve. *Fisher River Indian Agency Man:* A Balcaen & Sons Ltd, alterations to teachers' residence, Fairford day school. *Norway House Indian Agency Man:* Midwest Mining Supplies Ltd, supply & installation of diesel electric generating set, Cross Lake residential school. *The Pas Indian Agency Man:* F W Sawatzky Co Ltd, repairs to roof, Guy residential school. *Hobbema Indian Agency Alta:* M S Gee, supply, hauling & spreading of gravel on road, Ermineskin reserve. *Saddle Lake Indian Agency Alta:* Gordy's Construction, gravelling of road, Saddle Lake reserve. *Nicola Indian Agency B C:* Atco Industries Ltd, construction of residence, Quilchena day school. *Terrace Indian Agency B C:* Atco Industries Ltd, erection of prefabricated schools & staff residence, Aiyansh day school. *Williams Lake Indian Agency B C:* Procter Electric, wiring of houses, Anahim reserve; Atco Industries Ltd, construction of staff residence, Alexis Creek.

DEFENCE CONSTRUCTION (1951) LIMITED

Cornwallis N S: Alsco Distributors of Eastern Ontario Ltd, supply & installation of windows in bldgs, HMCS *Cornwallis;* Malach Roofing & Flooring Ltd, exterior renovations to bldgs, HMCS *Cornwallis;* D J Lowe Ltd, renewal of asbestos shingles on bldgs, HMCS *Cornwallis. Dartmouth N S:* Standard Construction Co Ltd, replacement of foundation timbers, French Cable wharf; Stevens & Fiske Construction Ltd, replacement of wooden doors, Shannon Park. *Greenwood N S:* Alsco Distributors of Eastern Ontario Ltd, supply & installation of metal windows, RCAF station. *Halifax N S:* Malach Roofing & Flooring Ltd, reroofing of bldg D44, HMC dockyard; L G & M H Smith Ltd, repairs to quay wall, HMC dockyard. *Shearwater N S:* Dartmouth Asphalt Co Ltd, resurfacing of parade ground; Municipal Spraying & Contracting Ltd, repairs to road; Malach Roofing & Flooring Ltd, repairs to roof, "D" hangar, RCN air station. *Chatham N B:* Crown Construction Co Ltd, rehabilita-

tion of underground steam distribution system, RCAF station; North Shore Construction Ltd, resurfacing of roads, RCAF station. *near Morin Heights Que:* P M Entreprises Inc, reroofing of operations bldg, RCAF station, Lac St Denis. *Quebec Que:* Beaver Asphalt Paving Co Ltd, asphalt resurfacing & installation of curbs & drains, parade square, La Citadelle. *St Hubert Que:* Rosco Metal Products Ltd, aluminum cladding, hangar 6, RCAF station. *Valcartier Que:* D Larue Ltée, reroofing of bldgs, camp. *Val d'Or Que:* La Societe d'Entreprises Générales Ltée, asphalt surfacing of road, RCAF station. *Ville la Salle Que:* Always Maintenance Construction Ltd, reroofing of bldgs, naval supply depot. *Barriefield Ont:* Alsco Distributors of Eastern Ontario Ltd, supply & installation of storm-screen sash, bldg 39, camp. *Camp Borden Ont:* Semple-Gooder & Co Ltd, reroofing of bldgs. *Hamilton Ont:* Toronto Building Cleaning & Tuckpointing Ltd, removal of monitor roof & reshingling, armoury, James st. *Meaford Ont:* Semple-Gooder & Co Ltd, repairs to roof & installation of ceiling, bldg M100, camp. *Petawawa Ont:* Smiths Construction Co Arnprior Ltd, repairs to roads, camp; Malach Roofing & Flooring Ltd, reroofing of bldgs, camp. *Trenton Ont:* Ottawa Painting & Decorating Ltd, interior fire retardant painting of hangars, RCAF station. *Winnipeg Man:* Oswald Decorating Co, exterior painting of married quarters, Fort Osborne barracks. *Dundurn Sask:* Halls Associates (Western) Ltd, reroofing of magazines, camp. *Moose Jaw Sask:* Asphalt Services Ltd, asphalt paving, RCAF station; Moose Jaw Heating & Plumbing Co Ltd, installation of air conditioning, bldg 64. *Holberg B C:* Van's Contracting Co Ltd, replacement of watermains, RCAF station. *Nanoose B C:* Stevenson Construction Co Ltd, construction of bldgs & services. *Sea Island B C:* Fred Welsh & Son Ltd, renovation of heating system, hangar 2.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Johnston's Ltd, renovation of heating system, headquarters bldg 1, RCAF station. *Bedford N S:* Nichols Contracting Ltd, removal & replacement of hot water heating mains from bldg 101 to bldg 100, RCN magazine. *Dartmouth N S:* Universal Pipe Line Welding Ltd, renewal of feed & return heating mains from bldg 10A32 to Protestant chapel, Shannon Park married quarters; Webb Engineering Ltd, removal of boiler from central heating plant, HMC dockyard, to new boiler room, French Cable wharf. *Debert N S:* Municipal Spraying & Contracting Ltd, repairs to asphalt paved areas, camp. *Greenwood N S:* Wylie P Hazelwood Ltd, exterior painting of trim on bldgs, RCAF station. *Halifax N S:* Croft Metal Products Ltd, supply & installation of steel storm-screen windows on bldgs 1, 2 & 4, married quarters, RCAF station *Gorsebrook,* South st; W & A Moir Ltd, replacement of fire escapes, bldgs 1 & 2, RCAF station *Gorsebrook,* South st; Standard Paving Maritime Ltd, repairs to & resurfacing of paved areas, Windsor Park; Western Plumbing & Heating Co Ltd, repairs to boilers & equipment, HMCS *Stadacona. Shearwater N S:* James F Lahey Ltd, exterior painting of married quarters, RCN air station; Webb Engineering Ltd, renewal of steam & return piping, RCN air station. *Chatham N B:* Canada Gunite Co Ltd, gunite resurfacing of interior & exterior of water reservoir, RCAF station; J D Creaghan Co Ltd, supply & installation of floor coverings, RCAF station; Byron MacDonald Ltd, exterior painting, RCAF station. *Mont Apica Que:* Potvin & Simard Enr, paving, RCAF station. *Montreal Que:* Jean-Paul Belainsky, repointing brick walls, demolishing & rebuilding chimney, 4171 Esplanade st; Gauthier & Frere Inc, installation of piping, insulation & valves, central heating plant, bldg 37, Longue Pointe depot; Laurentian Steeplejacks Ltd, interior & exterior painting of Jacques Cartier barracks. *St Hubert Que:* Jean-Paul Belainsky, painting of married quarters RCAF station; Richelieu Paving Ltd, asphalt paving, RCAF station. *St Jean Que:* Lorenzo Power, exterior painting of married quarters, RMC; Lorenzo Power, painting of roofs & eaves, RMC. *Val d'Or Que:* La Societe d'Entreprises Générales Lteé, installation of water pump & main. *Camp Borden Ont:* E S Fox Ltd, removal & replacement of gas furnaces. *Centralia Ont:* Haggis Construction Ltd, repairs to runways, taxi trips & parking area, RCAF station. *Falconbridge Ont:* Denis Biro, exterior painting of married quarters, RCAF station. *Kingston Ont:* Friendship Construction Co Ltd, erection of stone wall, RMC; Wright & North, replacement of counter tops, etc. *London Ont:* Cardinal Painting & Decorating Co Ltd, interior painting of bldgs & blocks, Wolseley barracks; Dobson Roofing Ltd, repairs to roofs, Wolseley barracks; Ken Douglas, interior painting of bldgs, COD 27. *Meaford Ont:* Haavaniit's Springmount Nurseries & Landscaping, construction of air strip, AFV range. *Midland Ont:* Disher Farrand Ltd, repairs to roads & sidewalks, curbs & gutters, armoury. *Petawawa Ont:* John Kovacs, exterior painting of married quarters, camp. *Sioux Lookout Ont:* Easton Plumbing & Heating Contractors Ltd, modification of steam heating controls in barrack blocks, RCAF station; Sioux Lumber & Supply Co Ltd, repairs to roofs of barrack blocks, RCAF station. *Toronto Ont:* Frank Ignagni, exterior painting of Fort York armoury. *Trenton Ont:* Quinte Roofing Ltd, repairs to roof of cantilever hangar 10, RCAF station. *Uplands Ont:* Dibblee Construction Co Ltd, replacement of asphalt, RCAF station; Federal Electric Contractors,

installation of underground cables, RCAF station; Frederick Grodde Ltd, interior painting, central heating plant. *Shilo Man:* Canadian Insulation Ltd, installation of sprayed limpet insulation in metal butler type bldgs, camp; Central Construction Co Ltd, excavation & installation of reinforced concrete floor for steel bldgs, camp. *Winnipeg Man:* Fonseca Roofing & Sheet Metal Co, repairs to roof of bldgs P1 & P2, Fort Osborne barracks; Fort Garry Painting & Decorating, interior painting, floor sanding & refinishing, RCAF station. *Saskatoon Sask:* Deausy & Co Ltd, repairs to floors, HMCS *Unicorn*. *Beaverlodge Alta:* Wapiti Gravel Suppliers Ltd, asphalt repaving of roadway, RCAF station. *Ralston Alta:* Calgary Steeplejacks Ltd, repairs to & painting of reservoir, Suffield experimental station. *Esquimalt (Victoria) B C:* W R Menzies & Co Ltd, repairs to steam services & manhole 7, HMCS dockyard; Rawlings Plumbing & Heating Co Ltd, refitting heating boiler valves & controls, HMCS *Naden*. *Victoria B C:* Renfrew & Stewart Heating Ltd, roofing of areas of bldg 24, Royal Roads, Canadian Services College; Bray Refrigeration Ltd, replacement of walk in cooler in galley, Royal Roads, Colwood; Acme Commercial Painting, interior painting of bldg 1, John Stubbs school, Belmont Park.

In addition, this Department awarded 109 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Halifax N S: Fundy Construction Co Ltd, construction of marine tower & receiving system for grain elevator. *Montreal Que:* Terrebonne Construction (1965) Ltd, construction of transit sheds, Bickerdike pier; Mulco Inc, waterproofing deck slab of Jacques Cartier bridge (north of St Helen's Island); Richelieu Paving Ltd, resurfacing deck slab of Jacques Cartier bridge (north of St Helen's Island). *Prescott Ont:* Grenville Construction Ltd, construction of access road to transit shed, elevator. *Vancouver B C:* Northern Construction Co & J W Stewart Ltd, extension to jetty 3; Delta Dredge & Dock Ltd, renewal of bulkhead wall in front of DL 274; Colby Crane & Manufacturing Ltd, supply & installation of dockside crane; Vancouver Pile Driving & Contracting Co Ltd, construction of underpass, Brooksbank ave; Northland Machinery Supply Co Ltd, replacement of rope drives, elevator 1.

POST OFFICE DEPARTMENT

This Department awarded 12 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Brampton Ont: Dunker Construction Co Ltd, construction of sewage treatment plant with digesters & sludge filter bldg, (phase 2). *Toronto Ont:* H A Harbridge Construction Ltd, pile driving & foundation work for substructure of incinerator bldg, main treatment plant. *La Riviere Man:* Pughs Construction Ltd, construction of sewage collection & disposal systems, Pembina. *Russell Man:* C & C Construction, extension to sewage collection & water distribution systems & sewage disposal lagoon.

DEPARTMENT OF PUBLIC WORKS

Hopedale (Labr) Nfld: Twillingate Engineering & Construction Co Ltd, construction of wharf. *Botwood Nfld:* T C Gorman (Nova Scotia) Ltd, construction of wharf & shed; Hollett's Construction Ltd, construction of RCMP quarters. *Calvert Nfld:* Power Construction Ltd, construction of retaining wall. *Gaultois Nfld:* Gid Sacrey Ltd, wharf reconstruction. *Gayside Nfld:* Guy Eveleigh, construction of wharf. *Lawn Nfld:* William A Trask Ltd, wharf extension. *Pilley's Island Nfld:* Twillingate Engineering & Construction Co Ltd, wharf repairs. *Pleasantville (St John's) Nfld:* Sanitary Cleaners Ltd, interior cleaning, bldg 102; Frank Melendy, exterior repairs & painting of various bldgs. *Port aux Basques Nfld:* McNamara Construction of Newfoundland Ltd, construction of ferry terminal facilities (part 1). *Twillingate Nfld:* Twillingate Engineering & Construction Ltd, breakwater repairs. *Upper Amherst Cove Nfld:* Davis Construction Ltd, slipway extension. *Point Prim P E I:* Norman N MacLean, wharf repairs. *Canso N S:* T C Gorman (Nova Scotia) Ltd, harbour improvements, construction of cribs & pier. *Cape John N S:* Ronald C Goodall, breakwater repairs. *Feltzen* South N S: E K Potter Ltd, breakwater repairs. *Finlay Point N S:* Dunn Construction Co Ltd, breakwater improvements. *Gunning Cove N S:* B & M Comeau Construction Co Ltd, harbour improvements. *Little Liscomb N S:* Colin R MacDonald Ltd, construction of breakwater. *Lockeport N S:* Mosher & Rawding Ltd, wharf repairs. *Lower East Pubnico N S:* Rodney Contractors Ltd, installation of water supply system. *Nappan N S:* K P Allen Ltd, repairs to swine test station. *Spectacle Island N S:* Leonard W Shaw, harbour improvements. *Surette Island South N S:* Vincent M Babine, wharf extension. *Terence Bay N S:* Naugles Sand & Gravel Co Ltd, skidway repairs. *Tiverton N S: Landers* Ltd, wharf repairs. *Trout Cove*

N S: Mosher & Rawding Ltd, repairs to east breakwater. *Miscou N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Shippegan N B:* A C Mallet & Fils Cie Lteé, alterations & additions, fish inspection laboratory, Dept of Fisheries. *Amos Que:* J E Gosselin Inc, replacement of boilers, federal bldg. *Anse au Griffon Que:* Theodose Pelletier, harbour repairs. *Baie Comeau Que:* Plessis Construction Ltee, harbour repairs & improvements; Julien & Jacob Inc, construction of ramp between main & spur wharves. *Beloeil Que:* Letourneau & Freres Ltd, construction of remedial works. *Blackpool Que:* J J Shea (1964) Ltd, construction of control booths, Customs & Immigration primary examination bldg. *Cap a L'Aigle Que:* Les Entreprises Cap Diamant Ltée, wharf repairs. *Cap Rouge Que:* Wilfrid Godbout, construction of remedial works. *Cap Sante Que:* Paul Emile Alain, construction of remedial works. *Carillon Que:* Maurice Brosseau, wharf repairs. *Gaspe (Sandy Beach) Que:* James Leblanc, wharf repairs. *Les Ecureuils Que:* Paul Emile Alain, construction of remedial works. *Neuville Que:* Paul Emile Alain, construction of protection wall. *Papineauville Que:* Ulysse Tremblay & Fils Ltée, demolition of bldg & construction of post office bldg. *Petite Vallee Que:* Germain Lemieux, repairs to landing. *Port Daniel (Marcil's Lane) Que:* Cecil H Beebe, wharf extension. *Quebec Que:* La Cooperative Maintenance du Quebec Enr, interior cleaning of postal terminal bldg. *Ste Anne de Bellevue Que:* Town & Country Nurseries Ltd, landscaping, Fisheries research laboratory. *St Francois (IO) Que:* Wilfrid Godbout, construction of retaining wall. *St Gabriel de Brandon Que:* Clement Lacoursiere, repairs & alterations to federal bldg. *St Irenee Que:* Les Entreprises Savard Inc, wharf repairs. *St Jean (IO) Que:* Wilfrid Godbout, construction of remedial works. *St Laurent Que:* Francis Hankin & Co Ltd, repairs to chimney, National Film Board, 3255 Cote de Liesse rd. *Sorel Que:* Sorel Mill & Builders Supply Ltd, improvements to yacht basin. *Varennes Que:* Roger Messier, construction of retaining wall. *Don Mills Ont:* Building Maintenance Service, interior cleaning & maintenance of Trade & Commerce bldg. *Fitzroy Harbour Ont:* Burprom Ltd, construction of tourist launching ramp & mooring facility. *Ottawa Ont:* Coady Construction Ltd, construction of theatre & storage rooms, Brooke Claxton bldg; Beaudoin Construction Ltd, supply & installation of roofing & promenade decking, Lorne bldg; Nation-Wide Interior Maintenance Co Ltd, interior cleaning of bldgs, Post Office Dept headquarters, Confederation Heights; Normand-Farquharson Ltd, alterations to floors, Bourque bldg, Rideau st; Leslie Morgan, refinishing of woodwork, House of Commons Chamber; Stan-Dix Construction Ltd, general alterations to honey house, CEF; J R Seguin & Fils Ltée, installation of shavings & dust collector system, Plouffe Park, 1010 Somerset st; Pillar Construction Ltd, modifications to air conditioning, general alterations & painting, "B" bldg, Cartier Square; Fournier Van & Storage Ltd, moving of office furnishings from Union Station to 400 Laurier ave; Coady Construction Ltd, general alterations to 11th floor, Bourque bldg, Rideau st; Beaver Construction (Ottawa) Ltd, installation of water supply, reservoir pumphouse & site development, animal research institute, Greenbank farm; Tippet-Richardson (Ottawa) Ltd, moving office furnishings from various locations to Sir Wilfrid Laurier bldg, 340 Laurier ave; Toilet Laundries Ltd, linen towel service, Jackson bldg; Beaudoin Construction Ltd, replacement of windows, Finance bldg, Tunney's Pasture; The Canadian Linen Supply (Ont) Ltd, linen towel service, Hunter bldg. *Prescott Ont:* Burprom Ltd, wharf repairs. *Rockport Ont:* Srigley Construction, wharf repairs. *Sans Souci Ont:* Bar-Way Marine Ltd, wharf repairs. *South Porcupine Ont:* Albert Haigh, construction of seaplane base. *Toronto Ont:* Maxwell Plumbing & Heating, installation of boiler, postal station "C"; Canadian Building Maintenance, interior cleaning & maintenance of postal station "J". *Fort Churchill Man:* Manitoba Hydro, installation of Twin Lakes road powerline to radar site. *Winnipeg Man:* Ronburt Construction Co, alterations to 5th floor, federal bldg. *Lac La Biche Alta:* Wm Hamilton Construction Co Ltd, wharf repairs. *False Bay B C:* Victoria Pile Driving Co Ltd, wharf reconstruction. *Fort St James B C:* Hoy's Contracting Ltd, repairs to boathouse & wharf, RCMP detachment; Stuart-Takla Enterprises Ltd, harbour improvements. *Kootenay National Park B C:* Ernesu Mines Ltd, construction of water diversion tunnel, Radium Hot Springs. *Mayne Island B C:* Harbour Pile Driving Co, wharf repairs. *New Brighton B C:* Ed Sawchuck Contracting Co Ltd, float renewal. *Pitt Meadows B C:* Vancouver Pile Driving & Contracting Co Ltd, construction of seaplane ramp. *Port McNeill B C:* Ed Sawchuck Contracting Co Ltd, float renewal. *Ucluelet West B C:* Victoria Pile Driving Co Ltd, wharf repairs. *Victoria B C:* Wakeman & Trimble Contractors Ltd, construction of pilotage bldg for Dept of Transport. *Yuculta Landing B C:* Pacific Piledriving Co Ltd, float renewal. *Fort Good Hope N W T:* Poole Construction Ltd, construction of residence & office for Dept of Citizenship & Immigration. *Fort Providence N W T:* Boreal Construction Ltd, construction of vessel haulout ways on Mackenzie river. *Tuktoyaktuk N W T:* Yukon Construction Co Ltd, application of gravel pad for gymnasium addition to school. *Watson Lake Road Y T:* Yukon Construction Co Ltd, construction of Big Campbell & Money Creek bridges. *Whitehorse Y T:* Triangle Building Supplies, modifications to plumbing & washrooms, federal bldg; E W Drebitt,

replacement of counter tops & kitchen sinks, federal housing; Ace Painting & Decorating Co, sanding & resurfacing floors, federal housing.

In addition, this Department awarded 81 contracts containing the General Fair Wages Clause.

DEPARTMENT OF TRANSPORT

Deer Lake Nfld: Webcon Ltd, erection of prefabricated metal storage bldg. *St John's Nfld:* All Sales Equipment Contracting Ltd, repairs to & resurfacing runway 11-29, airport. *Saint John N B:* Delta Electric Co Ltd, installation of lighting facilities on approach 14 & runway 05, airport. *Ancienne Lorette Que:* Nordbec Construction Inc, construction of transmitter site, Quebec airport; Arno Electrique Ltee, installation of identification lights & revisions to power distribution system, Quebec airport. *Baie Comeau Que:* Nordbec Construction Inc, installation of runway & taxiway lighting on runway 10-28 & low intensity lighting on approaches 10 & 28, airport. *near Carillon Que:* George V Riddell & Sons Ltd, construction of tie-up wall at Carillon lock on the Ottawa river. *Dorval Que:* Arno Electrique Ltée, installation of power supply to refueling station, Montreal international airport. *Fort Chimo Que:* The Tower Co (1961) Ltd, construction of dwellings. *Gaspe Que:* South Shore Paving Co Ltd, construction of runway, apron & taxi, airport. *Montreal Que:* The Highway Paving Co Ltd, repairs to overhead roadway, international terminal bldg. *Natashquan Que:* Nordbec Construction Inc, improvements to water supply system. *Nitchequon Que:* The Tower Co (1961) Ltd, site improvements. *St Anne de Bellevue Que:* Grant Mills Ltd, construction of concrete tie-up wall on Ste Anne canal. *Sept Iles Que:* A D'aoust Excavation site improvements & installations, Rawin; H J O'Connell Ltd, paving entrance road & car park, airport. *London Ont:* Bedard-Girard Ltd, renovations to LI lighting on approaches 05, 23 & 26, airport. *Malton Ont:* A Stroud Ltd, conversion of coal boilers to oil units, hangar T8, Toronto international airport; Badner & Lampert Construction Ltd, renovations to piping in sewage pumphouse, Toronto international airport; J M Fuller Ltd, construction of back beam marker bldg 05R, Toronto international airport; Frank Watts Sod & Seed Supply Co Ltd, landscaping & sodding air terminal complex, Toronto international airport. *North Bay Ont:* Bedard-Girard Ltd, renovations to taxiway lighting, airport. *Toronto Ont:* Champagne Electric Ltd, installation of visual approach slope indicator system for runways 08 & 26, etc, Toronto Island airport. *Uplands Ont:* A Lanctot Construction Co Ltd, modifications to air conditioning & heating in ticket lobby of air terminal bldg, Ottawa international airport; Bedard-Girard Ltd, installation of apron floodlighting, Ottawa international airport; Irving Contracting Ltd, reroofing of portion of hangar T58, Ottawa international airport; A G Reed Ltd, installation of taxiway lighting in old field area, Ottawa international airport. *The Pas Man:* F W Sawatzky Ltd, construction of dwelling & related work, airport. *Yorkton Sask:* McCormick Electric Ltd, revision of lighting for rebuilding taxiways & aircraft parking apron, airport. *Edmonton Alta:* McCormick Electric Ltd, installation of visual approach slope indicator on runway 29 & related work, international airport. *Grande Prairie Alta:* K & T Painting & Decorating, interior & exterior painting of dwelling & bldgs, airport, Dept of Transport. *Albert Head B C:* Bruce Cooke Building Construction Co Ltd, construction of dwelling & demolition of existing dwelling. *Pitt Meadows B C:* H A Sutton, construction of parallel taxi & taxi to seaplane base, airport. *Sandspit B C:* Walter Cabott Construction Ltd, extension to maintenance garage. *Smithers B C:* Western Water Wells & Hamelin Drilling Ltd, well drilling, airport. *Smith River B C:* D L Guthrie Construction, replacement of water distribution system & related work, airport. *Tofino B C:* Leebilt General Contractors Ltd, construction of pumphouse & related work, airport. *Vancouver B C:* Miller Cartage & Contracting Ltd, installation of asbestos cement pipe & related work, international airport. *Frobisher N W T:* Nordbec Construction Inc, relocation of radiosonde station. *Inuvik N W T:* Inuvik Painting & Decorating, interior & exterior painting of bldgs, Dept of Transport. *Burwash Landing & Destruction Bay Y T:* Yukon Construction Co Ltd, construction of aeradio station, dwellings & garage.

In addition, this Department awarded 33 contracts containing the General Fair Wages Clause.

DEPARTMENT OF VETERANS AFFAIRS

Halifax N S: Daniels & Mannard Ltd, interior painting of pavilion "A", Camp Hill hospital.

PRICE INDEXES

Consumer Price Index, October 1965

The consumer price index (1949=100) increased 0.1 per cent to 139.3 at the beginning of October from 139.1 in September.

The October index was 2.7 per cent higher than the October 1964 index of 135.6.

Increases in the indexes for clothing, health and personal care, housing, and recreation and reading outweighed a decline in the food index. The transportation index, and the tobacco and alcohol index were unchanged.

The food index declined 0.5 per cent to 135.7 from 136.4. Prices were lower for beef, bacon, lamb, most fresh vegetables, bananas, apples, grapes, frozen orange juice, canned corn, canned tomatoes and tomato juice, margarine, macaroni, tea and coffee. Higher prices were recorded for eggs, citrus fruit, potatoes, tomatoes, lettuce, fresh pork, ham, cottage roll, fish, and turkey.

The housing index rose 0.1 per cent to 141.6 from 141.5. The shelter component advanced slightly as a result of increased rents and home-ownership prices. The household operation component remained unchanged as lower prices for appliances and floor coverings were offset by higher prices for furniture, textiles, utensils and equipment, and telephone rates.

The clothing index increased 1.5 per cent to 123.2 from 121.4. Widespread price increases were recorded for both seasonal and other items in men's, women's and children's wear, including footwear. Mixed price movements occurred in piece goods.

The transportation index remained at 148.7. The automobile operation component advanced with higher gasoline prices in several cities but was offset by the decrease in the travel component which resulted from seasonally lower train fares.

The health and personal care index rose 0.6 per cent to 177.0 from 176.0. Scattered increases in doctors' and dentists' fees and optical care raised the health care component. The personal care component advanced slightly, with increased prices in personal care supplies.

The recreation and reading index edged up 0.1 per cent to 154.2 from 154.0. The recreation component rose fractionally as prices increased for radios, portable television receivers, phonograph records, bicycles, and bowling fees. The reading component held steady.

The tobacco and alcohol index was unchanged at 122.6.

Group indexes in October 1964 were: food 131.0, housing 139.2, clothing 120.7, transportation 141.4, health and personal care 170.0, recreation and reading 151.1, tobacco and alcohol 121.4.

City Consumer Price Indexes, September 1965

Consumer price indexes (1949=100) declined in seven of the ten regional cities, between August and September, rose in two and remained unchanged in one. Movements ranged from a decrease of 1.1 per cent in St. John's to an increase of 0.4 per cent in Toronto.

Food indexes were lower in eight cities and higher in two. Housing indexes moved up slightly in seven cities and were constant in three. Clothing indexes showed fractional increases in nine cities and remained unchanged in one. Indexes for transportation rose in nine cities and fell in one. Health and personal care indexes were higher in five cities and unchanged in five. Recreation and reading indexes declined in all cities. Tobacco and alcohol indexes remained steady.

Regional consumer price index point changes between August and September were: St. John's —1.4 to 123.1*; Halifax —0.7 to 134.8; Montreal —0.6 to 138.1; Saskatoon-Regina —0.4 to 132.2; Saint John —0.3 to 137.5; Ottawa —0.2 to 139.0; Winnipeg —0.1 to 135.3; Toronto +0.6 to 141.1; Vancouver +0.3 to 135.8; Edmonton-Calgary remained unchanged at 130.9.

Wholesale Price Index, September 1965

Canada's general wholesale index (1935-39=100), eased down to 251.0 in September, 0.1 per cent lower than the August index of 251.2, but 2.7 per cent above the September 1964 index of 244.3.

The chemical products group index declined 0.9 per cent to 200.7 in September from 202.6 in August. The vegetable products group index moved down 0.6 per cent to 213.7 from 215.1. Decreases were recorded in textile products to 245.5 from 246.0, and animal products to 278.3 from 278.4.

The non-metallic minerals products group index rose 0.6 per cent to 192.4 from 191.2 in August. Increases were recorded for the following major group indexes: iron products to 267.4 from 267.0; non-ferrous metals products to 219.2 from 219.1; and wood products to 333.1 from 333.0.

The index of Canadian farm product prices at terminal markets (1935-39=100) declined 0.5 per cent to 233.9 from 235.1 in the four-week period ending September 24. The animal products index rose 0.3 per cent to 300.6 from 299.6, and the field products index dropped 2.1 per cent to 167.1 from 170.7.

The price index of residential building materials (1935-39=100) rose 0.1 per cent in September to 344.5 from 344.0 in August. The price index of non-residential building materials (1949=100) was unchanged at 148.0.

* On base June 1951=100.

U.S. Consumer Price Index, September 1965

The United States consumer price index (1957-59=100), despite a large drop in some food prices, rose 0.2 per cent from 110 in August to a record high again of 110.2 in September. A year ago in September the index was 108.4.

The increase was caused largely by substantial increases in rents, along with higher costs for household fuels, maintenance, and apparel.

British Index of Retail Prices, August 1965

The British index of retail prices (Jan. 16, 1962=100) stood at 112.9 in mid-August, compared with 112.7 in mid-July and 107.8 in August 1964.

The index of food prices rose to 112.1 from 112.0 in July. Egg, milk and beef prices rose, while fresh vegetable prices dropped. Prices for the fuel and light group rose by nearly 0.5 per cent. Transport and vehicle prices remained unchanged.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 205

Accident Prevention

1. PRESIDENT'S CONFERENCE ON OCCUPATIONAL SAFETY. 9th, WASHINGTON, D.C. 1964. *Proceedings, June 23, 24, 25, 1964.* Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1965. Pp. 441.

The Conference considered safety for health workers, construction workers, public employees, agricultural workers, as well as the importance of safety in occupational training, trades and services, safety design, control of environmental hazards, and off-the-job safety.

2. WORLD CONGRESS ON THE PREVENTION OF OCCUPATIONAL ACCIDENTS. 3rd, PARIS, 1961. *La recherche et le progrès au service de la prévention. [Compte-rendu du 3e Congrès mondial de prévention des risques professionnels, Paris, 22-27 mai, 1961.* Paris, l'Institut national de sécurité, 1962]. Pp. 689.

The Congress was organized by l'Institut national de sécurité of France in co-operation with the International Social Security Association and the International Labour Office.

Annual Reports

3. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. *Ontario Industrial Review, 1964.* Toronto, 1965. Pp. 96.

4. ONTARIO. DEPARTMENT OF LABOUR. *Forty-fifth Annual Report for the Fiscal Year ending March 31, 1964.* Toronto, 1965. Pp. 103.

Business

5. HARTMANN, HEINZ. *Authority and Organization in German Management.* Princeton, N.J., Princeton University Press, 1959. Pp. 318.

6. INDUSTRIAL COUNCIL FOR SOCIAL AND ECONOMIC STUDIES. *Structural Rationalisation; a study by a Swedish working group of the borderland between competition, cartels and Government measures.* Stockholm, 1960. Pp. 81.

Partial translation of Swedish text originally published in 1958.

"Structural rationalization" is defined in this study as "a reorganization, through agreements or through other means, of entire industries in order to obtain a better adaptation to market conditions and a better internal division of labour and organization of work." This study examines Swedish industry.

7. OHIO. STATE UNIVERSITY, KENT. BUREAU OF ECONOMICS AND BUSINESS RESEARCH. *Education for International Business, a Concept,* by Wilfried A. Hoelliege, Kent, 1964. Pp. 60.

Partial Contents: The nature of international business. International management for multinational markets. Classifying international business subjects. The sequence of teaching international business. Teaching the teachers of international business subjects. Teaching materials and methods. Financing the program in international business. Incentive programs for faculty and students.

8. MAYNARD, HAROLD HOWARD. *Sales Management,* by Harold H. Maynard and James H. Davis. 3d ed. New York, Ronald Press Co., 1957. Pp. 666.

A revision of *Sales Management,* by Herman C. Nolan and Harold H. Maynard, first published in 1940.

Disabled—Rehabilitation

9. NATIONAL SOCIETY FOR CRIPPLED CHILDREN AND ADULTS. *Contract Procurement Practices of Sheltered Workshops,* by Michael M. Dolnick . . . Chicago, c1963. Pp. 98.

"This investigation was supported, in part, by research grant number RD-453 from the Vocational Rehabilitation Administration, Department of Health, Education, and a grant from the Easter Seal Research Foundation of the National Society for Crippled Children and Adults."

10. SOCIAL CASEWORK. *Casework Services for Parents of Handicapped Children; Ten Papers reprinted from Social Casework.* New York, Family Service Association of America [c 1957-1963]. Pp. 64.

Economic Conditions

11. CANADIAN TAX FOUNDATION. *Provincial Finances.* [2d ed]. Toronto, 1965. Pp. 200.

Contents: The provincial Governments in the economy. Comparative statistics of provincial finance. Sources of revenue—taxation. Non-taxation revenue. Municipal Government—organization and assistance. Education, transportation, health and hospitalization. Public welfare. Administration of justice. Industrial development. Natural resources and agriculture. Provincial profiles. Includes index, by province.

12. GEORGE WASHINGTON UNIVERSITY, WASHINGTON, D.C. WEALTH INVENTORY PLANNING STUDY. *Measuring the Nation's Wealth. Materials developed by the Wealth Inventory Planning Study, the George Washington University and presented by the Conference on Research in Income and Wealth to the Subcommittee on Economic Statistics of the Joint Economic Committee, Congress of the United States.* Washington, GPO, 1964. Pp. xxxi, 835.

At head of title: 88th Cong., 2d sess. Joint committee print. Issued by the National Bureau of Economic Research as its Vol. 29 of Studies in Income and Wealth.

"The general objective of Wealth Inventory Planning Study has been to analyze the problems and possibilities of a comprehensive inventory of national wealth, and to prepare guidelines for the collection of needed data and the estimates of wealth by significant categories."

13. *Stabilization Policies; a Series of Research Studies prepared for the Commission on Money and Credit* [by] E. Cary Brown [and others] Englewood Cliffs, N.J., Prentice-Hall [1964, c1963]. Pp. 558.

Education

14. BECKER, GARY STANLEY. *Human Capital; a Theoretical and Empirical Analysis, with Special Reference to Education.* New York, National Bureau of Economic Research; distributed by Columbia University Press, 1964. Pp. xvi, 187.

"This study is concerned with activities that influence future monetary and psychic income by increasing the resources in people. These activities are called investments in human capital." Such investments include schooling, on-the-job training, medical care, etc., and they improve skills, knowledge, or health, thus helping to increase money incomes.

15. HUGHES, JOHN LEO, ed. *Programed Learning: a Critical Evaluation.* Chicago, Educational Methods, 1963. Pp. 238.

16. WALCUTT, CHARLES CHILD, ed. *Tomorrow's Illiterates: the State of Reading Instruction Today.* With an introduction by Jacques Barzun. 1st ed., Boston, Little, Brown, 1961. Pp. 168. Sponsored by the Council for Basic Education.

Education, Vocational

17. LEGISLATIVE WORK CONFERENCE OF THE SOUTHERN REGIONAL EDUCATION BOARD. 13th, WILLIAMSBURG, VA., 1964. *Technical-Vocational Education and the Community College; Proceedings.* [Atlanta, Ga., 1964?]. Pp. 81.

Conference held in Williamsburg, Va., August 27-29, 1964.

18. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Training of Technicians in Ireland.* Paris, 1964. Pp. 112.

The OECD carried out a survey in Ireland to review the 'adequacy' of technical education in relation to economic development. Therefore, this report considers the question of educating and training technicians and the supply and demand for them.

Labour Laws and Legislation

19. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and their Administration; Proceedings, 47th Convention, Vancouver, B.C., August 10-13, 1964.* Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1965, Pp. 243.

20. U.S. BUREAU OF LABOUR STATISTICS. *Labor Law and Practice in the U.S.S.R.* Washington, GPO, 1964. Pp. 85.

Provides background material on the Russian people and their culture, manpower resources, government, labour legislation, industrial relations, employment practices, wages and hours, and working conditions, etc.

Labour Organization

21. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Audio Visual Aids.* Brussels, 1960. Pp. 26.

Discusses audio-visual aids (films, filmstrips, radio and recordings, television, etc.) that can be used by trade unions and workers' educational associations when they plan educational programs.

22. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The European Trade Union Movement within the ICFTU.* Brussels, 1964. Pp. 120.

Briefly examines the structure of trade unions in 17 European countries.

23. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The History of Trade Unions in Latin America.* Brussels, 1963. Pp. 20.

24. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *International Trade Secretariats.* Brussels, 1962. Pp. 94.

25. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Manual for Trade Union Educators.* Rev. ed. Brussels, 1962. Pp. 29.

Contents: The education committee. Responsibilities of an active trade union education committee. Planning the program. Selection of participants. Selection of teachers. Some methods and techniques commonly used in trade union education programs. Tools in trade union education.

26. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Trade Union Training.* Brussels, 1960. Pp. 42.

Partial Contents: Relationship of trade union educational and organizational work. Organizational forms of trade union education. Educational facilities offered by the ICFTU.

27. REYNAUD, JEAN-DANIEL. *Les syndicats en France.* Paris, Librairie Armand Colin, c1963. Pp. [290].

Labouring Classes

28. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Pension Plans under Collective Bargaining; a Reference Guide for Trade Unions.* [Washington, 1964?] Pp. 131.

29. GOURLAY, JACK G. *The Negro Salaried Worker* [by] Jack G. Gourlay. New York, American Management Association, 1965. Pp. 103.

Partial Contents: The Negro in business and industry. The drive for jobs. The management policy decision. After hiring: the Negro's placement and promotion. The Negro in supervisory and management positions.

30. HARRISON, ROYDEN JOHN. *Before the Socialists; Studies in Labour and Politics, 1861-1881.* London, Routledge & Kegan Paul; Toronto, University of Toronto Press, 1965. Pp. 369.

"This is a book about working-class politics during the two decades which separated the last of the Chartists from the first of the modern Socialists." The book contains six essays.

31. PIERSON, JOHN HERMAN GROESBECK. *Insuring Full Employment; a United States Policy for Domestic Prosperity and World Development.* Foreword by Hubert H. Humphrey. New York, Viking Press, 1964. Pp. 305.

The author, an economist with the United Nations, proposes a plan for dealing with American unemployment.

32. U.S. DEPARTMENT OF LABOR. *The Older American Worker; Age Discrimination in Employment. Report of the Secretary of Labor to the Congress under Section 715 of the Civil Rights Act of 1964.* Washington, GPO, 1965. 2 vols.

Contents: [v.1. Report]. [v. 2] Research Materials.

33. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Training Foreign Nationals for Employment with U.S. Companies in Developing Countries; Implications for Domestic Programs.* Washington, 1965. Pp. 14.

34. U.S. PRESIDENT'S ADVISORY COMMITTEE ON LABOR-MANAGEMENT POLICY. *Seminars on Private Adjustments to Automation and Technological Change, May-June 1964, sponsored by the President's Advisory Committee on Labor-Management Policy in cooperation with the University of Pennsylvania, the University of Chicago* [*and*] *the University of California at Los Angeles.* Washington, GPO, 1965.

Each of the 3 seminars was made up of representatives from business, labour, and the public. Most of the time was spent in small workshop sessions chaired by experts in the field. The chairmen reported back to the full meeting.

Each seminar was addressed by either the U.S. Secretary of Labour or the Secretary of Commerce. This publication briefly summarizes the main points developed at the seminars which were concerned with helping those unemployed by technological changes.

Sociology

35. BERGER, PETER L., ed. *The Human Shape of Work: Studies in the Sociology of Occupations* [by] Peter L. Berger [and others] New York, Macmillan [1964?]. Pp. 241.

In this book sociologists observe five different types of workers (janitors, assembly-line workers, engineering technicians, advertising men, and business executives). The satisfaction and irritations of each job are considered, as well as other matters.

36. SMELSER, NEIL JOSEPH. *The Sociology of Economic Life,* Englewood Cliffs, N.J., Prentice-Hall, 1963. Pp. 120.

This book is concerned with "economic sociology", the relationship between the economic and non-economic aspects of social life. The author defines "economic sociology" as "the ap-

lication of the general frame of reference, variables, and explanatory models of sociology to that complex of activities concerned with the production, distribution, exchange, and consumption of scarce goods and services."

Wages and Hours

37. ALBERTA. BUREAU OF STATISTICS. *Eighth Annual Report, Salary and Wage Rate Survey, Alberta, 1 March 1964: Range of Wages, Weighted Averages and Medians by Size and Type of Firm, Alberta and Four Major Cities.* Edmonton [1964?] Pp. 92.

38. U.S. BUREAU OF LABOR STATISTICS. *National Survey of Professional, Administrative, Technical, and Clerical Pay, February-March 1964. Accountants and Auditors, Attorneys, Personnel Management, Engineers and Chemists, Engineering Technicians, Draftsmen, Office Clerical.* Washington, GPO, 1964. Pp. 61.

Women

39. BERNARD, JESSIE SHIRLEY. *Academic Women.* University Park, Pennsylvania State University, 1964. Pp. xxv, 331.

A sociologist discusses the role of women who teach in universities and colleges.

40. CANADA. WOMEN'S BUREAU. *Women at Work in Canada; Fact Book on the Female Labour Force, 1964.* Ottawa, Queen's Printer, 1965. Pp. 108.

Partial Contents: Trends in women's employment. Characteristics of women workers. Women's occupations and training. Women's earnings. Legislation affecting women workers. International labour affairs and women workers.

41. RUTGERS UNIVERSITY, NEW BRUNSWICK, N. J. INSTITUTE OF MANAGEMENT AND LABOR RELATIONS. *Help wanted, Female; a Study of Demand and Supply in a Local Job Market for Women,* by Georgina M. Smith [assistant research specialist. New Brunswick] Research Program, Institute of Management and Labor Relations, Rutgers, the State University [1964]. Pp. 94.

This study is based on two surveys, carried on in an area around New Brunswick, N.J., which examined the pattern of supply and demand affecting women workers between 1953 and 1961. The study considers general employment patterns, hiring practices and recruiting methods, wages and hours, etc., and also examines the reasons why women enter and leave the labour market.

Miscellaneous

42. ABRAMOVITZ, MOSES. *Evidences of Long Swings in Aggregate Construction since the Civil War.* New York, National Bureau of Economic Research; distributed by Columbia University Press, New York [c1964]. Pp. 240.

43. BARNETTE, WARREN LESLIE, ed. *Readings in Psychological Tests and Measurements.* Homewood, Ill., Dorsey Press, 1964. Pp. 354.

44. CANADIAN WELFARE COUNCIL. *Report on a Colloquium on Poverty with Professor Richard M. Titmuss, Department of Social Science and Administration, the London School of Economics and Political Science, University of London, November 24, 1964.* Ottawa [1964?]. Pp. 16.

The participants at the colloquium represented government, voluntary and educational organizations concerned with social welfare. The purpose of the colloquium was to discuss 'the nature of studying poverty in Canada and how to go about it.' Professor Titmuss, in an address, described the approaches to the problem of poverty that are going on in Great Britain at the present time.

45. GIACHINO, JOSEPH WILLIAM. *American Technical Society's Freehand Sketching* [by] J. W. Giachino [and] Henry J. Beukema. Chicago, American Technical Society, 1935. Pp. 93.

46. GOOD, WILLIAM CHARLES. *Farmer Citizen; My Fifty Years in the Canadian Farmers' Movement.* Toronto, Ryerson Press, 1958. Pp. 294.

The author was a pioneer in farm organizations and in the co-operative movement in Canada. He was a Member of Parliament from 1921 to 1925 as an independent Progressive. He reminisces about his activities in politics and in the farmers' movement and in the co-operative movement.

47. GRANGER, CLIVE WILLIAM JOHN. *Spectral Analysis of Economic Time Series,* by C. W. J. Granger, in association with M. Hatanaka Princeton, N.J., Princeton University Press, 1964. Pp. 299.

48. UNIVERSITY LEAGUE FOR SOCIAL REFORM. *The Prospect of Change: Proposals for Canada's Future,* by the University League for Social Reform. Edited by Abraham Rotstein. With a foreword by Northrop Frye. Toronto, McGraw-Hill, c1965. Pp. 361.

This book presents the views and proposals of a group of younger professors at the University of Toronto on current problems involving education, politics, government, social welfare, the arts, economics, labour, foreign policy, regional development, present-day Quebec, etc.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1 REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 16, 1965

(Estimates in thousands)

Source: Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	7,179	625	2,040	2,596	1,251	667
Men	5,057	449	1,454	1,796	889	469
Women	2,122	176	586	800	362	198
14–19 years	681	74	212	204	132	59
20–24 years	945	96	325	293	151	80
25–44 years	3,150	242	903	1,187	530	288
45–64 years	2,183	194	547	826	394	222
65 years and over	220	19	53	86	44	18
Employed	7,008	602	1,965	2,559	1,238	644
Men	4,931	429	1,398	1,772	879	453
Women	2,077	173	567	787	359	191
Agriculture	632	45	124	149	293	21
Non-agriculture	6,376	557	1,841	2,410	945	623
Paid workers	5,879	518	1,687	2,223	886	565
Men	4,026	362	1,177	1,504	591	392
Women	1,853	156	510	719	295	173
Unemployed	171	23	75	37	13	23
Men	126	20	56	24	10	16
Women	45	*	19	13	*	*
Persons not in labour force	6,047	650	1,788	2,053	971	585
Men	1,498	184	432	493	236	153
Women	4,549	466	1,356	1,560	735	432

*Less than 10,000.

TABLE A-2 - AGE, SEX AND MARITAL STATUS, WEEK ENDED OCTOBER 16, 1965, CANADA

(Estimates in thousands)

SOURCE: Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	13,226	2,164	3,759	1,022	3,883	971	1,427
Labour Force	7,179	681	3,636	865	1,083	694	220
Employed	7,008	636	3,578	832	1,068	681	213
Unemployed	171	45	58	33	15	13	*
Not in labour force	6,047	1,483	123	157	2,800	277	1,207
Participation rate[2]							
1965—October 16	54.3	31.5	96.7	84.6	27.9	71.5	15.4
September 18	54.2	32.3	96.8	85.7	27.1	70.5	15.6
Unemployment rate[3]							
1965—October 16	2.4	6.6	1.6	3.8	1.4	1.9	*
September 18	2.5	6.6	1.7	4.2	1.3	1.8	*

[1]Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2]The labour force as a percentage of the population 14 years of age and over.

[3]The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3 - UNEMPLOYED, WEEK ENDED OCTOBER 16, 1965

(Estimates in thousands)

SOURCE: Labour Force Survey

—	October 1965	September 1965	October 1964[1]
Total unemployed	171	176	257
On temporary layoff up to 30 days	10	*	13
Without work and seeking work	161	167	244
Seeking full-time work	152	156	229
Seeking part-time work	*	11	15
Seeking under 1 month	64	67	109
Seeking 1-3 months	55	55	75
Seeking 4-6 months	22	20	26
Seeking more than 6 months	20	25	34

[1]Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

*Less than 10,000.

B—Labour Income

TABLE B-1 –ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
August	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September	50.1	575.6	188.8							2,072.1
October	51.5	565.4	185.7							2,051.8
November	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December	51.4	551.5	178.4							1,978.6
1965—										
January	52.4	566.1	181.9							1,991.0
February	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March	54.2	583.2	178.7							2,035.1
April	53.1	587.3	185.1							2,070.6
May	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.1	2,146.0
June	58.0	614.2	192.1	34.4	169.1	38.8	312.0	682.2	81.0	2,211.9
July*	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	80.9	2,199.1
August†	58.3	612.1	199.1	35.3	191.7	40.0	311.8	664.4	81.4	2,227.3

Seasonally Adjusted

1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
August	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September	49.8	561.7	183.8							1,998.6
October	51.0	557.7	182.2							1,999.5
November	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December	51.8	563.3	183.7							2,020.2
1965—										
January	53.0	578.5	185.9							2,063.0
February	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March	55.0	591.5	187.7							2,109.6
April	55.1	592.6	189.4							2,121.4
May	56.5	594.0	191.4	32.7	152.5	37.5	306.7	657.8	80.0	2,130.0
June	56.6	601.2	187.9	31.8	156.4	37.4	308.0	666.3	80.4	2,146.9
July*	56.0	605.5	193.6	33.1	160.3	38.3	309.3	671.3	80.8	2,169.0
August†	57.6	610.5	190.6	31.2	162.8	38.9	312.9	678.9	80.9	2,185.3

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. Beginning with May 1965, figures in the six columns under "Quarterly Totals" will be published monthly.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at July employers in the principal non-agricultural industries reported a total employment of 3,396,607. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	182.0	78.17	109.9	183.6	80.73
1962	121.5	187.6	80.59	113.3	189.2	83.17
1963	124.6	194.2	83.43	116.4	196.1	86.24
1964	130.4	201.8	86.68	121.9	204.1	89.73
1964—						
July	134.0	202.0	86.76	122.6	202.7	89.11
August	136.4	203.0	87.19	126.4	203.9	89.65
September	136.2	204.8	88.00	126.3	207.0	91.01
October	134.7	205.9	88.47	123.6	207.3	91.15
November	134.7	204.7	87.94	124.4	206.8	90.91
December	131.2	199.1	85.53	121.9	201.6	88.66
1965—						
January	129.4	207.7	89.21	122.5	201.3	92.46
February	129.5	207.9	89.30	122.6	209.4	92.07
March	130.9	210.0	90.22	124.3	214.0	94.10
April	132.1	210.8	90.55	124.6	214.2	94.18
May	136.6	210.8	90.56	127.3	213.4	93.82
June*	141.0	212.0	91.07	130.3	213.8	94.02
July†	141.8	212.0	91.09	129.5	211.4	92.97

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2 -AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)*

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1965	June 1965	July 1964	July 1965	June 1965	July 1964
				$	$	$
Provinces						
Atlantic Region	125.6	122.5	117.7	74.70	74.49	72.80
Newfoundland	178.6	170.9	161.6	80.28	80.55	78.59
Prince Edward Island	162.1	154.9	149.3	62.13	61.40	62.08
Nova Scotia	106.7	105.6	102.3	72.62	73.13	71.12
New Brunswick	122.9	119.7	115.2	74.40	73.10	71.86
Quebec	140.5	139.6	134.6	88.54	88.06	84.70
Ontario	142.5	143.4	133.8	94.31	94.92	90.02
Prairie Region	153.0	150.0	145.5	87.48	86.62	83.22
Manitoba	125.1	123.3	121.3	82.96	82.73	79.66
Saskatchewan	147.1	143.4	141.0	85.94	85.03	82.25
Alberta (including Northwest Territories)	189.0	185.1	176.6	91.64	90.33	86.54
British Columbia (including Yukon)	142.6	138.9	131.9	101.92	101.40	94.30
Canada	**141.8**	**141.0**	**134.0**	**91.09**	**91.07**	**86.76**
Urban areas						
St. John's	173.5	171.6	157.8	70.85	70.60	66.38
Sydney	77.1	79.3	79.1	77.60	85.24	87.90
Halifax	132.8	131.9	127.9	76.83	76.07	73.27
Moncton	119.0	117.2	113.1	72.46	71.92	68.69
Saint John	114.3	111.0	104.0	74.83	75.79	71.59
Chicoutimi—Jonquiere	123.8	122.5	123.5	107.37	107.41	104.66
Quebec	139.9	139.7	131.7	77.76	77.96	74.48
Sherbrooke	123.0	121.7	120.0	77.70	75.83	74.53
Shawinigan	119.9	117.7	108.3	95.66	94.33	89.22
Three Rivers	132.2	132.1	129.2	80.54	82.20	80.16
Drummondville	98.5	100.2	96.5	71.74	75.15	66.41
Montreal	143.7	144.5	136.7	90.66	89.68	86.48
Ottawa—Hull	154.9	154.1	144.8	84.14	84.67	80.85
Kingston	149.6	148.5	142.0	90.75	89.28	86.81
Peterborough	114.4	115.1	110.3	98.39	98.32	94.35
Oshawa	238.6	250.3	147.1	115.67	115.57	102.10
Toronto	155.8	156.7	149.6	94.44	94.51	91.31
Hamilton	135.3	136.0	127.0	99.93	100.00	95.59
St. Catharines	133.4	137.7	125.4	104.65	106.72	101.48
Niagara Falls	121.9	119.7	118.1	86.79	91.54	83.58
Brantford	107.8	107.0	94.2	90.87	90.25	83.27
Guelph	149.8	152.1	135.2	84.63	85.82	79.36
Galt	137.3	139.3	133.0	82.43	84.29	75.77
Kitchener	160.8	161.6	147.2	85.77	84.95	81.15
Sudbury	152.4	152.3	136.7	103.06	100.33	97.37
Timmins	90.0	89.7	89.4	82.21	82.33	77.59
London	157.4	160.3	150.3	86.33	86.52	84.32
Sarnia	143.4	144.4	137.5	116.24	117.96	110.65
Windsor	92.1	101.7	76.2	104.46	111.76	102.27
Sault Ste. Marie	169.2	164.6	165.6	112.11	111.28	107.29
Fort William—Port Arthur	137.1	134.4	121.7	90.89	88.91	86.72
Winnipeg	126.1	125.3	121.1	79.67	79.42	76.96
Regina	165.7	164.9	160.8	82.97	82.91	80.37
Saskatoon	169.7	166.8	160.9	79.97	79.83	76.44
Edmonton	239.7	237.6	221.8	85.76	84.39	80.95
Calgary	216.8	215.3	197.6	89.71	88.80	86.35
Vancouver	141.4	138.5	130.2	97.74	98.04	92.03
Victoria	135.8	132.1	124.3	89.60	89.71	82.64

TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
		in thousands										
Forestry	July 1965[p]	5.0	0.2	2.4	9.9	29.0	13.4	0.6	0.2	3.4	20.9	85.0
	June 1965[r]	3.6	0.3	2.6	9.3	26.7	12.6	0.7	0.1	2.9	21.5	80.4
	July 1964	5.2	0.1	2.5	9.9	28.7	13.2	0.4	0.2	3.6	20.9	84.8
Mines, quarries and oil wells	July 1965[p]	6.3	0.1	7.9	2.6	27.8	35.7	5.8	5.1	19.3	10.7	121.2
	June 1965[r]	6.1	0.1	8.1	2.5	27.2	35.6	5.6	5.0	18.8	10.4	119.5
	July 1964	5.0	.....	8.1	2.3	26.2	34.9	5.8	4.2	19.0	9.9	115.4
Manufacturing industries	July 1965[p]	14.8	2.9	34.4	26.9	480.2	739.9	49.5	15.1	47.4	121.7	1,532.8
	June 1965[r]	14.7	2.8	34.1	26.7	481.0	751.7	48.6	14.8	46.6	118.1	1,539.2
	July 1964	13.7	2.6	32.2	25.4	465.7	697.4	46.5	14.1	44.4	117.2	1,459.1
Non-durable goods manufacturing	July 1965[p]	11.9	2.3	18.4	17.3	299.7	331.5	26.5	9.8	25.3	47.0	789.7
	June 1965[r]	11.8	2.3	18.2	17.3	297.2	328.1	26.4	9.6	24.8	44.7	780.5
	July 1964	10.7	2.1	17.3	15.9	292.2	328.4	25.8	9.6	24.7	44.9	771.5
Durable goods manufacturing	July 1965[p]	2.9	0.6	16.0	9.6	180.5	408.4	23.0	5.3	22.1	74.7	743.1
	June 1965[r]	2.9	0.6	15.9	9.4	183.7	423.6	22.3	5.1	21.8	73.5	758.8
	July 1964	3.0	0.5	14.9	9.5	173.5	369.0	20.7	4.5	19.7	72.3	687.6
Construction	July 1965[p]	10.1	1.8	12.9	12.4	112.8	151.4	16.2	15.6	37.2	36.9	407.4
	June 1965[r]	9.7	1.7	12.7	12.0	111.3	148.5	15.7	14.7	35.6	35.2	397.0
	July 1964	8.1	1.5	11.1	9.4	115.1	139.9	17.2	14.7	31.8	31.2	379.9
Transportation, communication and other utilities	July 1965[p]	15.4	2.6	23.6	21.4	166.4	209.1	43.6	28.5	50.1	72.9	633.5
	June 1965[r]	15.0	2.6	22.8	20.1	164.9	206.0	42.6	27.7	49.3	71.2	622.3
	July 1964	15.9	2.7	23.2	20.6	160.1	204.2	43.6	28.4	49.9	68.4	616.9
Trade	July 1965[p]	15.7	4.0	27.6	22.9	232.5	356.7	49.3	35.9	69.7	92.1	906.6
	June 1965[r]	15.4	3.8	27.7	22.7	234.2	359.5	48.9	35.1	69.5	92.0	908.8
	July 1964	14.8	3.4	27.2	22.3	222.2	340.8	46.7	34.2	65.8	87.1	864.6
Finance, insurance and real estate	July 1965[p]	1.5	0.6	5.7	4.1	69.5	103.1	11.7	7.9	14.1	21.4	239.7
	June 1965[r]	1.4	0.6	5.6	4.0	69.0	102.4	11.5	7.4	13.8	21.5	237.3
	July 1964	1.4	0.5	5.4	4.0	64.9	97.5	11.4	7.1	13.8	19.7	225.7
Service (commercial sector)[1]	July 1965[p]	5.3	2.2	13.0	9.1	139.5	214.2	24.9	15.4	41.2	59.0	523.8
	June 1965[r]	5.3	1.9	12.6	8.5	136.5	210.2	25.2	15.0	40.4	57.3	512.9
	July 1964	4.6	2.1	13.1	8.6	125.8	198.7	24.0	14.1	38.4	52.9	482.4
Total—specified industries	July 1965[p]	74.1	14.3	127.4	109.2	1,257.8	1,823.4	201.7	123.6	282.5	435.7	4,449.9
	June 1965[r]	71.2	13.7	126.2	105.9	1,250.8	1,826.6	198.9	119.8	277.0	427.3	4,417.3
	July 1964	68.7	12.9	122.8	102.5	1,208.7	1,726.6	195.6	117.0	266.7	407.3	4,228.8

[1] Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic and miscellaneous services).

[p] Preliminary figures. [r] Revised figures. NOTE: Estimates may not add to totals due to rounding.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)*

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1965	June 1965	July 1964	July 1965	June 1965	July 1964
				$	$	$
Mining	**129.5**	**127.4**	**121.7**	**120.04**	**111.11**	**105.92**
Metal mining	147.1	145.0	136.0	112.55	112.80	106.14
Gold	60.9	61.0	65.2	91.86	92.52	86.49
Other metal	226.6	222.4	201.9	117.68	117.93	112.04
Fuels	86.6	86.0	84.6	111.27	114.05	114.11
Coal	36.7	37.9	37.8	70.38	85.54	88.46
Oil and natural gas	289.0	281.0	274.1	132.35	129.65	128.48
Non-metal	175.7	169.7	165.8	98.70	100.12	92.76
Manufacturing	**129.5**	**130.3**	**122.6**	**92.97**	**91.02**	**89.11**
Durable goods	137.7	141.1	127.5	100.31	102.01	96.27
Non-durable goods	122.6	121.3	118.5	86.07	86.24	82.67
Food and beverages	133.7	128.5	129.1	80.88	81.58	77.69
Meat products	149.9	147.9	141.4	90.11	92.25	86.74
Canned and preserved fruits and vegatables	158.3	118.9	154.8	64.19	69.59	61.72
Grain mill products	96.0	94.5	100.8	90.84	89.43	87.03
Bread and other bakery products	119.0	118.0	115.6	80.71	80.25	77.00
Distilled and malt liquors	100.3	99.8	100.2	116.86	115.25	111.52
Tobacco and tobacco products	82.3	83.8	82.9	94.00	94.63	91.98
Rubber products	121.4	116.3	118.0	97.29	94.03	91.76
Leather products	88.5	88.6	90.0	62.13	61.59	59.73
Boots and shoes (except rubber)	90.5	90.1	93.6	60.05	59.38	58.06
Other leather products	84.9	85.9	83.4	66.13	65.79	63.13
Textile products (except clothing)	92.0	93.2	89.9	74.50	75.77	70.56
Cotton yarn and broad woven goods	76.0	76.6	77.4	69.42	72.74	67.18
Woollen goods	66.9	66.9	68.3	68.71	69.71	64.72
Synthetic textiles and silk	119.7	121.8	110.4	83.29	83.64	77.35
Clothing (textile and fur)	101.5	102.3	98.2	57.70	56.78	55.33
Men's clothing	107.7	110.0	102.7	55.63	55.62	53.56
Women's clothing	111.9	112.0	107.5	59.69	56.71	57.12
Knit goods	79.9	80.1	77.3	58.56	58.39	55.48
Wood products	123.4	122.7	121.2	80.46	81.08	76.42
Saw and planing mills	125.7	123.6	127.1	83.01	84.12	78.50
Furniture	135.6	137.6	124.6	77.37	77.14	74.08
Other wood products	87.3	88.0	84.4	70.84	71.03	67.11
Paper products	142.7	139.0	136.8	108.15	107.77	104.75
Pulp and paper mills	143.2	137.5	138.6	115.49	115.54	112.39
Other paper products	141.7	142.4	132.5	90.62	90.06	85.58
Printing, publishing and allied industries	130.8	132.1	124.0	101.80	102.72	96.90
Iron and steel products	133.8	135.1	123.5	105.45	106.14	101.31
Agricultural implements	82.4	84.5	74.0	109.93	110.82	109.13
Fabricated and structural steel	185.6	187.0	161.7	107.41	107.25	104.46
Hardware and tools	133.7	136.9	127.5	91.43	93.98	87.66
Heating and cooking applicances	119.5	119.7	110.8	89.94	90.30	87.41
Iron castings	114.8	118.6	108.6	104.64	106.54	96.44
Machinery, industrial machinery	165.3	167.2	147.2	102.69	103.29	98.14
Primary iron and steel	157.0	155.4	148.2	118.70	118.23	113.15
Sheet metal products	134.6	135.6	124.7	103.67	104.55	100.41
Wire and wire products	142.3	141.6	123.6	100.52	102.98	101.44
Transportation equipment	129.0	141.4	110.5	108.82	113.85	106.02
Aircraft and parts	247.1	248.5	253.1	108.24	109.83	108.40
Motor vehicles	132.5	172.5	78.6	125.52	133.55	124.25
Motor vehicle parts and accessories	166.6	180.3	149.6	104.59	109.15	108.76
Railroad and rolling stock equipment	64.2	63.6	61.1	99.86	100.04	92.59
Shipbuilding and repairing	146.5	148.8	136.7	101.35	102.87	97.71
Non-ferrous metal products	139.1	139.0	136.0	104.54	104.50	99.38
Aluminum products	144.0	142.5	149.8	103.68	101.71	95.00
Brass and copper products	110.3	111.3	118.4	98.83	97.45	94.22
Smelting and refining	154.8	154.0	150.0	114.25	115.07	109.02
Electrical apparatus and supplies	171.1	174.1	159.8	97.26	97.96	94.94
Heavy electrical machinery	128.1	129.0	121.6	106.47	107.58	102.60
Telecommunication equipment	296.8	296.9	273.6	93.14	92.73	92.08
Non-metallic mineral products	176.6	176.2	165.1	99.93	99.02	95.81
Clay products	100.1	99.5	94.7	89.19	89.05	84.63
Glass and glass products	193.4	204.0	181.4	93.86	95.41	88.25
Products of petroleum and coal	151.2	151.2	149.0	131.44	133.85	130.58
Petroleum refining and products	154.4	154.8	152.0	132.25	134.59	131.62
Chemical products	149.6	150.8	141.4	107.94	108.74	104.38
Medicinal and pharmaceutical preparations	139.0	141.0	127.5	97.80	97.48	93.44
Acids, alkalis and salts	170.8	171.5	162.6	121.54	121.54	116.68
Miscellaneous manufacturing industries	169.4	170.6	165.0	80.20	81.04	77.77
Construction	**157.1**	**152.0**	**145.7**	**103.93**	**101.79**	**96.45**
Building and general engineering	159.7	155.8	142.6	110.92	107.45	102.97
Highways, bridges and streets	152.8	145.8	150.8	91.84	91.81	86.27
Electric and motor transportation	**162.4**	**164.2**	**150.6**	**96.81**	**94.70**	**92.09**
Service	**215.2**	**211.8**	**195.1**	**65.13**	**64.94**	**61.01**
Hotels and restaurants	185.3	181.1	170.0	48.51	48.02	46.26
Laundries and dry cleaning plants	174.3	178.7	160.3	56.64	57.10	53.52
Industrial composite	**141.8**	**141.0**	**134.0**	**91.09**	**91.07**	**86.76**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	July 1965	June 1965	July 1964	July 1965	June 1965	July 1964
				$	$	$
Newfoundland	43.0	45.6	42.1	1.62	1.56	1.62
Nova Scotia	41.5	41.2	41.5	1.76	1.76	1.74
New Brunswick	41.5	42.5	43.0	1.74	1.69	1.70
Quebec	41.5	41.4	41.7	1.87	1.89	1.81
Ontario	40.9	41.6	41.0	2.21	2.23	2.11
Manitoba	40.6	40.8	40.7	1.91	1.91	1.83
Saskatchewan	40.7	40.3	38.8	2.10	2.13	2.09
Alberta (includes Northwest Territories)	39.9	40.3	40.0	2.16	2.16	2.06
British Columbia (includes Yukon Territory)	37.8	38.1	37.3	2.59	2.60	2.47

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1965	June 1965	July 1964	July 1965	June 1965	July 1964	July 1965	June 1965	July 1964
				$	$	$	$	$	$
Mining	**41.9**	**43.0**	**42.6**	**2.43**	**2.41**	**2.31**	**101.58**	**103.51**	**98.25**
Metal mining	42.3	42.9	42.0	2.52	2.51	2.39	106.73	107.44	100.39
Gold	41.7	42.9	42.7	2.00	2.00	1.87	83.33	85.58	80.03
Other metal	42.4	42.9	41.7	2.66	2.64	2.56	113.03	113.38	106.98
Fuels	38.1	41.8	44.1	2.28	2.26	2.20	87.01	94.48	97.15
Coal	35.2	42.6	45.4	1.87	1.96	1.92	65.81	83.26	87.16
Oil and natural gas	42.0	40.6	42.1	2.73	2.73	2.68	114.73	110.73	112.63
Non-metal	44.0	44.6	43.5	2.18	2.18	2.08	96.01	97.14	90.61
Manufacturing	**40.8**	**41.2**	**40.9**	**2.09**	**2.11**	**2.00**	**85.47**	**86.89**	**82.05**
Durable goods	41.3	42.0	41.3	2.27	2.28	2.18	93.53	95.90	89.94
Non-durable goods	40.4	40.5	40.6	1.92	1.92	1.84	77.47	77.51	74.71
Food and beverages	41.0	41.2	41.4	1.80	1.81	1.71	73.70	74.53	70.86
Meat products	40.7	41.7	40.9	2.10	2.11	2.00	85.40	87.95	81.87
Canned and preserved fruits and vegetables	38.6	38.1	42.1	1.46	1.57	1.30	56.11	59.96	54.78
Grain mill products	42.8	41.8	43.2	2.01	1.99	1.92	86.20	83.33	83.11
Bread and other bakery products	41.5	41.4	41.7	1.82	1.81	1.73	75.47	74.93	72.33
Distilled liquors	41.4	41.4	41.7	2.49	2.44	2.36	103.11	101.04	98.55
Malt liquors	42.2	41.0	40.5	2.61	2.57	2.53	110.15	105.30	102.64
Tobacco and tobacco products	37.1	37.7	38.0	2.36	2.35	2.26	87.43	88.74	86.00
Rubber products	41.5	40.9	40.9	2.20	2.08	2.08	91.30	85.22	85.13
Leather products	39.3	38.7	39.3	1.45	1.45	1.39	57.03	56.24	54.70
Boots and shoes (except rubber)	39.0	38.3	39.3	1.41	1.41	1.36	55.04	54.19	53.43
Other leather products	40.0	39.4	39.3	1.53	1.53	1.46	61.04	60.27	57.33
Textile products (except clothing)	41.3	42.1	41.4	1.62	1.63	1.54	66.98	68.79	63.66
Cotton yarn and broad woven goods	39.2	41.3	40.2	1.64	1.66	1.57	64.27	68.35	63.26
Woollen goods	42.7	43.0	42.0	1.46	1.48	1.39	62.52	63.58	58.54
Synthetic textiles and silk	41.9	42.5	41.9	1.77	1.77	1.65	74.15	75.29	69.15
Clothing (textile and fur)	37.9	37.3	38.1	1.38	1.38	1.32	52.19	51.26	50.25
Men's clothing	37.5	37.5	37.6	1.35	1.36	1.30	50.77	50.96	48.95
Women's clothing	36.4	34.5	36.3	1.50	1.46	1.43	54.46	50.59	52.10
Knit goods	41.6	41.2	41.6	1.27	1.29	1.22	52.89	53.19	50.77
*Wood products	41.2	41.4	40.8	1.85	1.85	1.78	76.10	76.74	72.54
Saw and planing mills	40.5	41.0	39.9	1.96	1.96	1.90	79.21	80.34	75.90
Furniture	42.6	42.4	42.4	1.68	1.69	1.60	71.79	71.70	67.84
Other wood products	41.9	42.0	42.5	1.56	1.56	1.45	65.26	65.42	61.78
Paper products	42.0	42.1	42.0	2.44	2.41	2.37	102.28	101.54	99.42
Pulp and paper mills	41.9	42.1	42.1	2.61	2.59	2.54	109.49	109.26	106.91
Other paper products	42.1	41.8	41.7	1.98	1.97	1.88	83.38	82.40	78.37
Printing, publishing and allied industries	39.2	39.5	39.1	2.57	2.57	2.45	100.55	101.49	95.93
*Iron and steel products	41.6	42.1	41.6	2.42	2.41	2.32	100.55	101.28	96.36
Agricultural implements	40.8	41.3	41.9	2.50	2.51	2.44	101.81	103.70	102.00
Fabricated and structural steel	42.5	42.6	42.5	2.34	2.32	2.27	99.62	98.77	96.35
Hardward and tools	42.1	43.2	42.5	2.01	2.02	1.92	84.72	87.41	81.65
Heating and cooking appliances	40.6	40.7	41.4	2.05	2.03	1.96	83.12	82.68	81.18
Iron castings	42.7	43.6	41.5	2.37	2.38	2.24	101.11	103.67	92.95
Machinery, industrial	42.3	42.7	42.7	2.32	2.30	2.18	97.87	98.27	93.21
Primary iron and steel	40.6	40.4	40.4	2.82	2.81	2.69	114.57	113.82	108.51
Sheet metal products	42.1	42.7	41.8	2.33	2.33	2.27	98.19	99.57	94.99
Wire and wire products	41.7	42.6	42.5	2.29	2.29	2.28	95.31	97.60	96.81
*Transportation equipment	40.5	42.7	41.3	2.50	2.55	2.37	101.27	108.65	97.75
Aircraft and parts	40.0	41.1	41.8	2.38	2.40	2.36	95.11	98.44	98.81
Motor vehicles	40.7	45.3	40.9	2.83	2.82	2.68	115.06	127.92	109.69
Motor vehicle parts and accessories	41.0	42.3	40.9	2.40	2.48	2.44	98.21	104.93	99.87
Railroad and rolling stock equipment	40.3	41.3	40.9	2.43	2.38	2.22	97.88	98.33	90.97
Shipbuilding and repairing	40.2	41.0	41.6	2.46	2.45	2.32	98.71	100.58	96.33
*Non-ferrous metal products	41.1	41.2	40.5	2.35	2.35	2.29	96.69	96.76	92.95
Aluminum products	43.1	42.1	41.1	2.12	2.09	2.04	91.64	88.21	83.73
Brass and copper products	42.2	41.4	41.2	2.16	2.16	2.16	91.03	89.52	88.82
Smelting and refining	40.5	41.1	40.1	2.65	2.63	2.56	107.35	108.21	102.70
*Electrical apparatus and supplies	40.4	40.8	40.7	2.09	2.09	2.04	84.35	85.43	83.07
Heavy electrical machinery and equipment	41.6	42.3	40.9	2.35	2.33	2.30	97.65	98.60	94.08
Telecommunication equipment	39.3	39.8	39.8	1.85	1.85	1.83	72.55	73.60	72.85
*Non-metallic mineral products	44.0	43.4	43.8	2.16	2.15	2.06	94.79	93.35	90.23
Clay products	42.5	42.2	41.8	1.96	1.96	1.87	83.15	82.73	78.12
Glass and glass products	41.5	41.5	40.7	2.13	2.17	2.03	88.41	90.24	82.66
Products of petroleum and coal	41.6	42.3	42.2	2.90	2.91	2.85	120.42	123.02	120.18
Petroleum refining and products	41.6	42.3	42.2	2.93	2.94	2.88	121.79	124.28	121.76
Chemical products	40.7	41.5	40.8	2.30	2.30	2.24	93.64	95.53	91.50
Medicinal and pharmaceutical preparations	40.2	40.3	39.7	1.82	1.82	1.75	73.10	73.17	69.42
Acids, alkalis and salts	41.1	41.4	40.6	2.67	2.65	2.58	109.82	109.64	104.83
Miscellaneous manufacturing industries	40.9	41.2	40.8	1.68	1.69	1.64	68.60	69.50	66.89
Construction	**42.9**	**41.7**	**42.5**	**2.39**	**2.38**	**2.23**	**102.41**	**99.21**	**94.60**
Building and general engineering	41.7	40.2	41.4	2.61	2.61	2.44	108.89	104.63	100.95
Highways, bridges and streets	45.4	45.0	44.5	1.96	1.95	1.86	88.88	87.82	82.86
Electric and motor transportation	**43.6**	**44.0**	**43.7**	**2.19**	**2.13**	**2.08**	**95.32**	**93.72**	**90.75**
Service	**37.2**	**36.8**	**37.6**	**1.27**	**1.27**	**1.19**	**47.11**	**46.83**	**44.64**
Hotels and restaurants	37.0	36.4	37.4	1.21	1.21	1.15	44.65	43.96	42.90
Laundries and dry cleaning plants	39.1	39.3	40.1	1.23	1.24	1.14	48.13	48.87	45.48

*Durable manufactured goods industries.

TABLE C-6 EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—July	40.9	2.01	82.10	196.7	144.4
August	41.3	2.02	83.31	199.6	147.2
September	41.7	2.03	84.78	203.1	149.8
October	41.6	2.03	84.35	202.1	148.7
November	41.2	2.04	84.04	201.3	147.2
December	38.8	2.08	80.65	193.2	141.1
1965—January	41.0	2.08	85.34	204.5	149.0
February	40.6	2.08	84.48	202.4	147.4
March	41.3	2.11	87.07	208.6	151.5
April	41.1	2.11	86.96	208.3	151.0
May	41.0	2.11	86.58	207.4	149.2
June*	41.2	2.11	86.89	208.2	149.2
July†	40.8	2.09	85.47	204.8	146.9

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 592, June issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(Source: National Employment Service, Department of Labour)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
October 1960	11,944	10,866	22,810	281,484	124,255	405,739
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
October 1962	20,137	17,399	37,536	232,316	105,488	337,804
October 1963	24,210	20,861	45,071	219,966	106,320	326,286
October 1964	29,159	19,727	48,886	203,340	110,611	313,951
November 1964	38,620	22,704	61,324	254,346	118,294	372,640
December 1964	25,171	14,758	39,929	378,125	130,721	508,846
January 1965	22,509	15,141	37,650	447,847	152,195	600,042
February 1965	23,167	16,364	39,531	453,555	153,426	606,981
March 1965	27,436	19,898	47,334	447,673	149,274	596,947
April 1965	35,094	24,548	59,642	397,193	142,760	539,953
May 1965	38,765	26,560	65,325	277,216	124,123	401,339
June 1965	36,285	24,739	61,024	238,646	144,684	383,330
July 1965	36,995	23,608	60,603	207,721	132,254	339,975
August 1965	40,318	30,236	70,554	173,158	111,601	284,759
September 1965(1)	43,058	28,809	71,867	144,812	100,407	245,219
October 1965(1)	38,929	23,901	62,830	155,644	104,993	260,637

(1)Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, SEPTEMBER 1964—SEPTEMBER 1965

Source: National Employment Service, Department of Labour.

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—September	209,609	107,109	108,719	55,219	90,230	43,051
1964—October	228,509	99,357	88,832	41,509	72,982	30,636
November	277,052	104,803	109,323	45,645	82,945	30,749
December	341,413	103,065	77,455	41,458	76,480	40,686
1965—January	272,107	100,622	65,179	34,426	53,989	23,938
February	207,415	79,029	62,727	32,744	49,152	22,308
March	236,435	87,317	81,598	41,971	62,519	27,678
April	212,743	84,512	89,202	42,378	67,731	26,976
May	191,819	86,629	103,280	47,189	81,804	32,057
June	227,386	112,387	96,397	48,555	79,344	34,544
July	213,029	105,862	91,126	48,495	73,347	38,034
August	203,613	98,611R	102,786	60,863	78,643	42,910
September(1)	204,572	102,042	116,260	55,870	90,690	41,419

R-Revised.

(1)Preliminary.

TABLE D-3 –PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING SEPTEMBER 1965[1]

SOURCE: National Employment Service, Department of Labour

Industry Group	Male	Female	Total	Change from Sept. 1964
Agriculture, Fishing, Trapping	**16,319**	**4,923**	**21,242**	**– 5,215**
Forestry	**2,271**	**36**	**2,307**	**– 711**
Mining, Quarrying and Oil Wells	**1,334**	**68**	**1,402**	**+ 462**
Metal Mining	764	8	772	+ 286
Fuels	234	37	271	+ 104
Non-Metal Mining	65	3	68	– 8
Quarrying, Clay and Sand Pits	170	4	174	+ 42
Prospecting	101	16	117	+ 38
Manufacturing	**22,277**	**11,999**	**34,276**	**+ 797**
Foods and Beverages	4,172	4,629	8,801	– 887
Tobacco and Tobacco Products	22	28	50	– 1
Rubber Products	244	79	323	+ 37
Leather Products	376	280	656	+ 22
Textile Products (except clothing)	745	457	1,202	– 29
Clothing (textile and fur)	490	1,755	2,245	+ 14
Wood Products	3,098	297	3,395	+ 642
Paper Products	1,574	374	1,948	+ 205
Printing, Publishing and Allied Industries	1,001	885	1,886	+ 313
Iron and Steel Products	4,033	603	4,636	+ 789
Transportation Equipment	2,153	493	2,646	– 515
Non-Ferrous Metal Products	755	178	933	+ 120
Electrical Apparatus and Supplies	941	760	1,701	+ 56
Non-Metallic Mineral Products	866	97	963	– 104
Products of Petroleum and Coal	67	14	81	+ 4
Chemical Products	761	412	1,173	+ 46
Miscellaneous Manufacturing Industries	979	658	1,637	+ 85
Construction	**16,411**	**305**	**16,716**	**+ 1,777**
General Contractors	11,090	176	11,266	+ 1,376
Special Trade Contractors	5,321	129	5,450	+ 401
Transportation, Storage and Communication	**7,689**	**419**	**8,108**	**+ 793**
Transportation	6,660	185	6,845	+ 381
Storage	884	87	971	+ 395
Communication	145	147	292	+ 17
Public Utility Operation	**455**	**49**	**504**	**+ 84**
Trade	**11,507**	**6,493**	**18,000**	**+ 257**
Wholesale	5,213	1,717	6,930	+ 746
Retail	6,294	4,776	11,070	– 489
Finance, Insurance and Real Estate	**586**	**1,277**	**1,863**	**+ 147**
Service	**11,841**	**15,850**	**27,691**	**+ 437**
Community or Public Service	1,160	2,082	3,242	+ 361
Government Service	3,020	1,171	4,191	+ 759
Recreation Service	1,258	293	1,551	– 481
Business Service	1,849	1,013	2,862	+ 174
Personal Service	4,554	11,291	15,845	– 376
GRAND TOTAL	**90,690**	**41,419**	**132,109**	**– 1,172**

[1]Preliminary.

TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX, AS AT SEPTEMBER 30, 1965[1]

(Source: National Employment Service, Department of Labour)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	6,002	2,178	8,180
Clerical Workers	12,836	43,212	56,048
Sales Workers	5,049	11,627	16,676
Personal & Domestic Service Workers	23,670	17,048	40,718
Seamen	475	4	479
Agriculture, Fishing, Forestry (Ex. log.)	2,607	199	2,806
Skilled and Semi-Skilled Workers	47,868	10,297	58,165
Food and kindred products (incl. tobacco)	607	255	862
Textiles, clothing, etc.	890	5,841	6,731
Lumber and lumber products	3,021	79	3,100
Pulp, paper (incl. printing)	685	333	1,018
Leather and leather products	437	576	1,013
Stone, clay & glass products	145	21	166
Metalworking	5,948	609	6,557
Electrical	1,005	740	1,745
Transportation equipment	543	43	586
Mining	1,226	.....	1,226
Construction	8,582	.....	8,582
Transportation (except seamen)	8,536	65	8,601
Communications & public utility	287	1	288
Trade and service	2,177	976	3,153
Other skilled and semi-skilled	9,820	575	10,395
Foremen	1,166	177	1,343
Apprentices	2,793	6	2,799
Unskilled Workers	46,305	15,842	62,147
Food and tobacco	1,069	2,101	3,170
Lumber & lumber products	3,646	307	3,953
Metalworking	2,143	498	2,641
Construction	18,397	.....	18,397
Other unskilled workers	21,050	12,936	33,986
GRAND TOTAL	144,812	100,407	245,219

[1]Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT SEPTEMBER 30, 1965

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand	
	(1) Sept. 30, 1965	Previous Year Sept. 30, 1964
Newfoundland	**4,969**	**6,979**
Corner Brook	1,190	1,637
Grand Falls	575	603
St. John's	3,204	4,739
Prince Edward Island	**927**	**875**
Charlottetown	593	529
Summerside	334	346
Nova Scotia	**11,674**	**11,208**
Amherst	291	295
Bridgewater	404	420
Halifax	3,352	4,249
Inverness	142	105
Kentville	486	768
Liverpool	209	197
New Glasgow	978	809
Springhill	203	298
Sydney	4,225	2,477
Sydney Mines	391	550
Truro	611	541
Yarmouth	382	499
New Brunswick	**7,219**	**8,853**
Bathurst	864	845
Campbellton	678	847
Edmundston	297	329
Fredericton	528	853
Minto	136	130
Moncton(2)	1,656	1,900
Newcastle	703	758
Saint John	1,781	2,117
St. Stephen	284	805
Sussex	133	176
Woodstock	159	193
Quebec	**77,941**	**91,334**
Alma	940	1,088
Asbestos	214	274
Baie Comeau	472	567
Beauharnois	515	591
Buckingham	375	437
Causapscal	406	489
Chandler	480	658
Chicoutimi	1,440	1,494
Cowansville	205	216
Dolbeau	668	611
Drummondville	1,012	1,059
Farnham	183	224
Forestville	274	163
Gaspé	440	458
Granby	814	1,224
Hull	2,047	2,014
Joliette	1,709	1,989
Jonquière	1,780	1,797
Lachute	277	345
Lac-Mégantic	367	447
La Malbaie	727	500
La Tuque	553	436
Lévis	1,460	1,907
Louiseville	402	503
Magog	389	333
Maniwaki	288	270
Matane	438	386
Mont-Laurier	340	415
Montmagny	590	642
Montréal	27,806	36,399
New Richmond	486	426
Port Alfred	353	364
Québec	7,645	7,833
Rimouski	965	914
Rivière-du-Loup	954	881
Roberval	824	885
Rouyn	881	1,027
Ste. Agathe des Monts	308	360
Ste. Anne de Bellevue	496	588
Ste. Thérèse	1,125	1,291
St. Hyacinthe	737	910
St. Jean	1,095	1,256
St. Jérôme	1,013	1,060
Sept-Iles	846	568
Shawinigan	1,937	2,418
Quebec—Concluded		
Sherbrooke	3,070	3,162
Sorel	924	1,311
Thetford Mines	1,045	1,264
Trois-Rivières	2,091	2,548
Val-d'Or	749	844
Valleyfield	981	1,104
Victoriaville	853	1,216
Ville St. Georges	952	1,168
Ontario	**84,699**	**92,472**
Arnprior	97	223
Barrie	832	820
Belleville	917	945
Bracebridge	282	293
Brampton	884	800
Brantford	1,624	1,423
Brockville	199	282
Carleton Place	130	127
Chatham	495	731
Cobourg	425	543
Collingwood	301	313
Cornwall	1,276	1,487
Elliot Lake	171	233
Fort Erie	254	268
Fort Frances	180	194
Fort William	581	1,061
Galt	638	983
Gananoque	124	138
Goderich	134	202
Guelph	689	753
Hamilton	7,117	7,182
Hawkesbury	252	363
Kapuskasing	288	337
Kenora	315	400
Kingston	1,162	1,406
Kirkland Lake	432	430
Kitchener	1,145	1,238
Leamington	170	187
Lindsay	457	512
Listowel	49	93
London	2,263	2,548
Long Branch	2,326	2,795
Midland	301	326
Napanee	200	145
New Liskeard	192	200
Newmarket	552	603
Niagara Falls	889	578
North Bay	605	704
Oakville	666	418
Orillia	443	451
Oshawa	7,843	5,792
Ottawa	3,925	4,332
Owen Sound	458	425
Parry Sound	73	158
Pembroke	540	885
Perth	148	226
Peterborough	1,435	1,588
Picton	99	120
Port Arthur	882	1,118
Port Colborne	253	304
Prescott	191	301
Renfrew	162	287
St. Catharines	1,683	2,118
St. Thomas	318	368
Sarnia	1,039	1,481
Sault Ste. Marie	1,503	1,169
Simcoe	347	638
Smiths Falls	212	244
Stratford	184	365
Sturgeon Falls	187	300
Sudbury	1,602	1,939
Tillsonburg	239	312
Timmins	795	882
Toronto	22,653	25,864
Trenton	456	355
Walkerton	180	271
Wallaceburg	149	115
Welland	934	1,348
Weston	1,801	2,104
Windsor	4,047	3,974
Woodstock	304	354

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT SEPTEMBER 30, 1965

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand	
	(1) Sept. 30, 1965	Previous Year Sept. 30, 1964
Manitoba	**10,076**	**11,377**
Brandon	690	678
Dauphin	269	396
Flin Flon	112	134
Portage la Prairie	240	259
The Pas	200	169
Winnipeg	8,565	9,741
Saskatchewan	**5,680**	**5,971**
Estevan	57	91
Lloydminster	67	75
Moose Jaw	521	516
North Battleford	248	322
Prince Albert	562	761
Regina	1,781	1,791
Saskatoon	1,739	1,797
Swift Current	187	206
Weyburn	84	81
Yorkton	434	331
Alberta	**11,921**	**15,459**
Blairmore	211	113
Calgary	4,375	5,814
Drumheller	134	156
Edmonton	4,757	6,521
Edson	117	193
Grande Prairie	366	417
Lethbridge	961	857
Medicine Hat	450	674
Red Deer	550	714
British Columbia	**30,113**	**34,267**
Chilliwack	544	611
Courtenay	463	418
Cranbrook	355	373
Dawson Creek	395	442
Duncan	315	324
Kamloops	1,121	1,233
Kelowna	500	435
Mission City	390	426
Nanaimo	561	531
Nelson	279	391
New Westminster	4,319	4,410
Penticton	719	521
Port Alberni	407	478
Prince George	1,021	1,127
Prince Rupert	583	750
Quesnel	306	491
Trail	335	478
Vancouver	14,328	17,057
Vernon	562	556
Victoria	2,461	3,063
Whitehorse	149	152
CANADA	**245,219**	**278,895**
Males	144,812	173,988
Females	100,407	104,907

(1) Preliminary.

(2) Includes registrations reported by the Iles-de-la-Madeleine, Que. local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1002.

TABLE E-1 –ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of	Total	Employed	Claimants
1965—July	4,715,000	4,530,600	184,400
June	4,601,000	4,420,300	180,700
May	4,514,000	4,284,500	229,500
April	4,594,000	4,131,100	462,900
March	4,626,000	4,087,000	539,000
February	4,605,000	4,045,800	559,200
January	4,592,000	4,044,200	547,800
1964—December	4,582,000	4,103,800	478,200
November	4,491,000	4,216,500	274,500
October	4,432,000	4,217,500	214,500
September	4,437,000	4,263,400	173,600
August	4,463,000	4,281,000	182,000
July	4,406,000	4,200,700	205,300

TABLE E-3 –INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, AUGUST 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,042	770	272	1,124	650	474	415
Prince Edward Island	249	187	62	244	156	88	99
Nova Scotia	5,366	3,927	1,439	4,280	3,100	1,180	2,189
New Brunswick	2,230	1,535	695	2,229	1,376	853	895
Quebec	23,904	15,619	8,285	29,499	17,694	11,805	9,482
Ontario	36,257	26,687	9,570	45,523	18,176	27,347	11,111
Manitoba	1,770	1,338	432	1,955	1,177	778	636
Saskatchewan	975	779	196	948	597	351	365
Alberta	2,275	1,679	596	2,523	1,506	1,017	840
British Columbia (incl. Yukon Territory)	9,798	6,071	3,727	9,668	6,185	3,483	3,302
Total, Canada, August 1965	83,866	58,592	25,274	97,993	50,617	47,376	29,334
Total, Canada, July 1965	86,109	59,840	26,269	72,263	40,771	31,492	43,461
Total, Canada, August 1964	79,016	50,458	28,558	89,451	63,164	26,287	30,844

*In addition, revised claims received numbered 27,366.

†In addition, 26,324 revised claims were disposed of. Of these, 2,270 were special requests not granted and 1,052 appeals by claimants. There were 8,026 revised claims pending at the end of the month.

TABLE E-2 - CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AUGUST 31, 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1–4	5–13	14–26	27 or more*	July 30 1965	August 31 1964
CANADA	172,451	73,976	46,406	30,927	21,142	184,426	182,029
Male	102,756	50,354	25,244	16,338	10,820	106,205	111,497
Female	69,695	23,622	21,162	14,589	10,322	78,221	70,532
Newfoundland	3,500	1,163	1,015	866	456	4,073	4,298
Male	2,407	812	713	604	278	2,901	3,388
Female	1,093	351	302	262	178	1,172	910
Prince Edward Island	700	278	237	92	93	740	676
Male	430	168	143	59	60	487	467
Female	270	110	94	33	33	253	209
Nova Scotia	7,903	2,588	2,364	1,854	1,097	8,171	9,192
Male	5,483	1,885	1,610	1,305	683	5,571	6,726
Female	2,420	703	754	549	414	2,600	2,466
New Brunswick	6,516	2,441	1,660	1,506	909	6,970	6,874
Male	4,365	1,763	1,104	1,012	486	4,682	4,488
Female	2,151	678	556	494	423	2,288	2,386
Quebec	51,900	21,237	15,082	9,799	5,782	58,643	57,826
Male	32,846	14,804	8,966	5,902	3,174	36,981	37,710
Female	19,054	6,433	6,116	3,897	2,608	21,662	20,116
Ontario	68,883	34,024	17,351	10,168	7,340	70,320	65,573
Male	40,379	23,697	8,723	4,394	3,565	37,320	37,424
Female	28,504	10,327	8,628	5,774	3,775	33,000	28,149
Manitoba	6,158	1,868	1,473	1,531	1,286	6,759	6,942
Male	3,042	958	675	745	664	3,423	3,923
Female	3,116	910	798	786	622	3,336	3,019
Saskatchewan	3,070	905	889	701	575	3,357	3,486
Male	1,197	344	355	257	241	1,425	1,568
Female	1,873	561	534	444	334	1,932	1,918
Alberta	6,515	2,177	1,673	1,486	1,178	7,419	8,195
Male	3,097	1,051	699	715	632	3,749	5,213
Female	3,418	1,126	974	771	547	3,670	3,702
British Columbia	17,306	7,295	4,662	2,924	2,425	17,974	18,247
Male	9,510	4,872	2,256	1,345	1,037	9,666	10,590
Female	7,796	2,423	2,406	1,579	1,388	8,308	7,657

*The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-4 - BENEFIT PAYMENTS, BY PROVINCE, AUGUST 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	11,655	245,966
Prince Edward Island	2,210	46,742
Nova Scotia	25,221	554,179
New Brunswick	18,030	400,702
Quebec	181,918	4,221,436
Ontario	207,056	4,942,360
Manitoba	19,190	440,812
Saskatchewan	10,303	236,123
Alberta	21,847	511,724
British Columbia (including Yukon Territory)	49,334	1,190,891
Total, Canada, August 1965	546,764	12,790,935
Total, Canada, July 1965	496,284	11,828,778
Total, Canada, August 1964	557,793	13,198,559

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—October	135.6	131.0	139.2	120.7	141.4	170.0*	151.1	121.4
November	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6

NOTE: 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1965

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and Alcohol
	Sept. 1964	Aug. 1965	Sept. 1965							
St. John's, Nfld[1]	121.9	124.5	123.1	119.9	116.5	116.9	121.6	165.9	148.7	116.1
Halifax	132.4	135.5	134.8	131.9	134.8	132.1	138.8	169.9	171.5	125.9
Saint John	135.3	137.8	137.5	135.3	135.0	130.6	146.7	192.4	155.8	126.6
Montreal	135.2	138.7	138.1	140.0	137.0	114.2	167.0	183.4	157.0	127.1
Ottawa	136.6	139.2	139.0	139.0	137.9	125.4	160.8	182.8	150.0	126.7
Toronto	137.5	140.5	141.1	136.8	142.2	127.8	148.8	175.1	192.0	123.9
Winnipeg	132.3	135.4	135.3	134.6	130.2	127.8	138.0	188.9	142.7	138.3
Saskatoon-Regina	130.4	132.6	132.2	133.9	128.5	133.5	136.8	150.9	151.3	124.4
Edmonton-Calgary	128.9	130.9	130.9	129.1	128.0	130.7	133.8	174.1	145.1	120.5
Vancouver	133.1	135.5	135.8	135.7	135.3	123.6	150.2	157.7	151.3	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1]St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1007.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960	268	274	49,408	738,700	0.19
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
*1964	313	329	100,214	1,572,220	0.13
*1964 September	26	63	9,039	104,010	0.09
October	30	60	10,593	101,580	0.09
November	25	57	15,080	105,590	0.09
December	19	48	33,689	460,260	0.38
*1965 January	24	47	29,768	220,380	0.21
February	24	50	29,596	294,100	0.27
March	31	55	14,262	115,260	0.09
April	36	66	11,612	121,510	0.11
May	28	56	17,018	155,490	0.14
June	85	109	43,310	275,530	0.22
July	52	99	33,691	326,070	0.26
August	37	83	27,196	243,550	0.20
September	46	92	21,012	216,080	0.18

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, SEPTEMBER 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	3	1,199	15,420
Mines	.....	.....	.....
Manufacturing	57	13,299	164,790
Construction	18	1,779	5,320
Transpn. & utilities	5	3,585	10,750
Trade	4	49	1,070
Finance	.....	.....	.....
Service	4	1,055	18,590
Public administration	1	46	140
All industries	92	21,012	216,080

TABLE G-3—STRIKES AND LOCKOUTS, SEPTEMBER 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	.....	.....	.....
Prince Edward Island	.....	.....	.....
Nova Scotia	3	31	200
New Brunswick	1	350	1,050
Quebec	19	6,279	50,200
Ontario	52	12,935	146,580
Manitoba	2	33	690
Saskatchewan	2	395	4,210
Alberta	1	50	130
British Columbia	10	657	11,200
Federal	2	282	1,820
All jurisdictions	92	21,012	216,080

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1965

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Sept.	Accumulated		
FORESTRY						
Price Brothers, Chicoutimi, Que.	Bush Workers, Farmers' Union (Ind.)	1,091	14,180	14,180	Sep. 14	Wages, hours~
MANUFACTURING						
Food and Beverages						
Various Breweries, Various Locations, B.C.	Brewery Workers Locals 280 & 300 (AFL-CIO/CLC)	370 (1,000)*	7,770	11,290	Aug. 23	Wages~
Canada Packers, Walkerton, Ont.	Packinghouse Workers Loc. 1105 (AFL-CIO/CLC)	180	180	180	Sep. 13 Sep. 14	Hiring two non-union employees~Return of workers.
Robin Hood Flour Ltd., Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	181	910	910	Sep. 23	Wages, fringe benefits~
Coca-Cola Ltd., Quebec, Que.	Brewery Workers Loc. 327 (AFL-CIO/CLC)	147	540	540	Sept. 28	Wages~
Rubber						
Mansfield-Denman General Ltd., Welland, Ont.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	375	380	380	Sep. 30	Alleged unjust lay-off of one employee~
Leather						
Fortune Footwear, Hamilton, Ont.	United Textile Workers Loc. 369 (AFL-CIO/CLC)	155	380	380	Sep. 23 Sep. 28	Misunderstanding with respect to the hourly rate and piece work structure~Return of workers.
Paper						
Enveloppe Internationale, Montreal, Que.	Printing Trades Federation (CNTU)	128	2,180	4,610	Aug. 5 Sep. 27	Wages, hours~Wage increase 7¢ an hr. first yr., 7¢ an hr. second yr., and 7¢ the third yr.
Printing and Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	523	11,970	142,970	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen~
Primary Metals						
Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	3,300	105,900	Apr. 20 Sep. 7	Wages, vacations, statutory holidays~11¢ per hr. wage increase on Apr. 21, 1965, 6¢ on Jan. 21, 1966, 6¢ on Jan. 21, 1967; improved vacations, statutory holidays and other benefits.
Fittings Ltd., Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	680	14,700	47,420	June 24	Wages, welfare program~
Metal Fabricating						
Dominion Forge Co., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	649	1,620	1,620	Sep. 17 Sep. 21	Wages~Return of workers.
Winchester-Western Ltd., Cobourg, Ont.	Machinists Loc. 788 (AFL-CIO/CLC)	180	450	450	Sep. 28	Wages~
Transportation Equipment						
Smith Bros. Motor Bodies Ltd., Toronto, Ont.	Auto Workers Loc. 303 (AFL-CIO/CLC)	106	850	5,890	June 23 Sep. 14	Wages, vacations, life insurance, merit system~$37.50 retroactive pay, 7¢ per hr. wage increase on Sep. 14, 1965, 7¢ on March 14, 1966, 7¢ on Feb. 1, 1967; improved vacation pay, and life insurance; hospital insurance paid 75% by employer; merit system eliminated.
American Motors, Brampton, Ont.	Auto Workers Loc. 1285 (AFL-CIO/CLC)	1,150	17,250	31,050	Aug. 13 Sep. 23	Wages~15¢ to 42¢ per hr. wage increase first yr., 6¢ second yr., and 7¢ on third yr.
De Havilland Aircraft, Malton, Downsview, Ont.	Auto Workers Loc. 112 (AFL-CIO/CLC)	4,837	72,560	96,750	Aug. 24 Sep. 23	Wages~25¢ to 33¢ per hr. wage increase according to classification and 4¢ per hr. cost of living bonus.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1965

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Sept.	Accumulated		
York Gears Ltd., Weston, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	244	1,220	1,220	Sep. 24	Wages, hours~
Electrical Products Canadian Westinghouse, London, Ont.	U.E. Loc. 546 (Ind.)	194	4,070	8,720	Aug. 4	Wages~
Non-Metallic Mineral Products National Sewer Pipe Ltd., Various Locations, Ont.	CLC directly chartered	154	1,510	9,970	June 14 Sep. 20	Wages, statutory holidays, vacations and sick benefits~ Wage increase $75 retroactive pay, 8 statutory holidays, vacations, 3 wks, after 16 yrs. in 1966, after 15 yrs. in 1967; improved sick benefits.
Petroleum and Coal Products British American Oil & Affiliates, Various Locations, Sask.	Oil Workers Locs. 9-595 & 9-609 (AFL-CIO/CLC)	245	3,680	3,680	Sep. 10	Wages~
British American Oil & Affiliates, Various locations, B.C.	Oil Workers Locs. 503, 9-601,9-675 (AFL-CIO/CLC)	184	2,070	2,070	Sep. 14	Wages~
British American Oil, Clarkson, Ont.	Oil Workers Loc. 9-593 (AFL-CIO/CLC)	407	4,880	4,880	Sep. 15	Wages~
CONSTRUCTION Toronto Construction Association, Toronto, Ont.	Structural Iron Workers Loc. 721 (AFL-CIO/CLC)	450	900	4,050	Aug. 23 Sep. 3	Wages~20¢ an. hr. increase Sep. 1, 1965; 5¢ on May 1, 1966; 14¢ on Nov. 1, 1966; improved travel allowances, vacation and welfare pay.
Cadillac Construction, Toronto, Ont.	Lathers Loc. 97 (AFL-CIO/CLC)	129	390	1,290	Aug. 23 Sep. 4	Wages~Return of workers.
Mace Limited, Belledune, N.B.	Labourers Loc. 1278 (AFL-CIO/CLC)	350	1,050	1,750	Aug. 28 Sep. 7	Wages, hours~Return of workers, further negotiations.
Various Construction Contractors, Saskatoon, Sask.	I.B.E.W. Loc. 529 (AFL-CIO/CLC)	150	530	530	Sep. 14 Sep. 20	Travelling allowances~ Fixed cash allowance or payment at discretion of employer.
Various Construction Contractors, Smooth Rock Falls, Ont.	Labourers Loc. 607 (AFL-CIO/CLC)	300	600	600	Sep. 27 Sep. 29	Equal wage rate for all labourers~Wage rate generalized for all labourers.
TRANSPN. & UTILITIES *Transportation* Cumberland Railway Co., Glace Bay, N.S.	Trainmen Loc. 684 (AFL-CIO/CLC)	101	910	1,010	Sep. 19	Wages, pension plan~
Power, Gas and Water Pierre Brunelle Inc., Ville d'Anjou, Que.	District 50 U.M.W.A. Loc. 13946 (Ind.)	300	150	150	Sep. 13 Sep. 14	Hours, union recognition~ Return of workers.
Hydro-Quebec, Montreal, Que.	Office Employees (C.N.T.U.)	1,575	7,880	7,880	Sep. 20 Sep. 27	Wages, hours, seniority rights~Return of workers pending further negotiations on wages and hours, seniority rights dropped.
Hydro-Quebec, Manicouagan, Que.	C.N.T.U.	1,600	1,600	1,600	Sep. 27 Sep. 28	Paid lunch hr., transportation from job to job~Return of workers.
SERVICE *Education* Commission Scolaire Regionale de la Mauricie Various Locations, Que.	C.N.T.U.	525	9,450	9,450	Sep. 7	Salaries~
Personal Services Chateau Frontenac Quebec, Que.	Railway, Transport & General Workers Loc. 277 (CLC)	475	9,060	9,060	Sep. 6	Wages, hours, working conditions~